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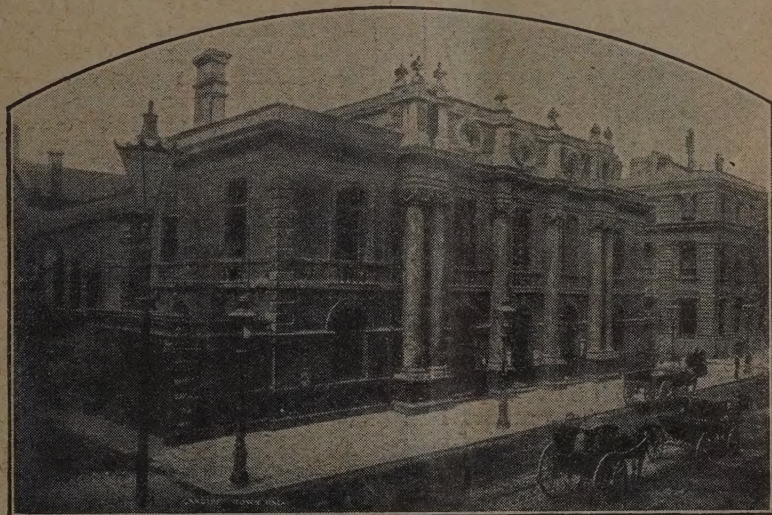
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Local Government Service

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Vol. XV



THE OLD CARDIFF TOWN HALL : THE BIRTHPLACE OF WELSH N.A.L.G.O.

N.A.L.G.O. IN SOUTH WALES

WHAT OFFICERS OWE TO PIONEER EFFORTS IN THE DISTRICTS : OUR PART IN A NATIONAL SCHEME

By CECIL G. BROWN, LL.B., Town Clerk, Cardiff, a Vice-President of N.A.L.G.O., and
Honorary Solicitor for Wales

finally merged for more effective organisation and working in the North-Western District Committee. In South Wales this has been regretted, but there is no practical solution of the admitted difficulties.

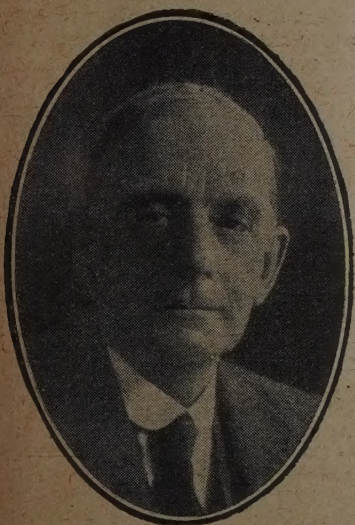
Records of early meetings of the South Wales District Committee, upon the birth of which I reserve comment for the moment, contain mysterious references to "the Bill." Presumably "the Bill" was a superannuation bill, and clearly superannuation was the question which most excited the pioneers. The war made impossible the early progress they evidently expected; perhaps more truly it should be said a pre-war measure was lost by the failure of the majority of officials to unite.

Cardiff again led the way in this matter, for in 1920 the Corporation established a superannuation scheme, to which additional advantageous features were added in 1930. The Local Government and Other Officers' Superannuation Act, 1922, has now been widely adopted and to-day the large majority of South Wales officials enjoy superannuation rights. No one can

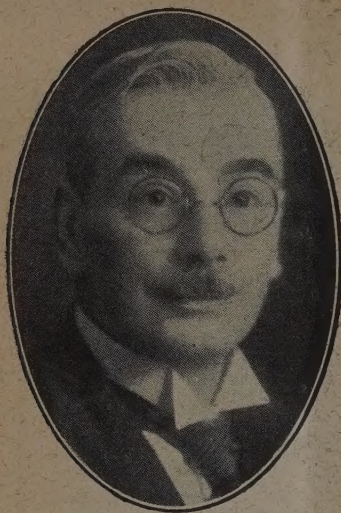
be content until all enjoy equal treatment, and much hard work will need to be done by N.A.L.G.O. before "the Bill" applies to all.

The proceedings of the District Committee make interesting reading and the debt South Wales officers owe to the pioneers for much valuable work, which at the time must have seemed thankless, is still, perhaps, not fully appreciated. Mr. Neil Peters ceased to be honorary secretary in 1918. Mr. Harold Jordan—then with the Glamorgan County Council and now County Accountant of Norfolk—followed and performed yeoman service in the next three vital years. Mr. F. O. Collier—now County Accountant of Brecknock—succeeded Mr. Jordan. In these years a provincial Whitley Council was born. Never a robust infant, it did not long survive. Some difficulty was at once experienced, because a number of seats on the employers' side were unwisely filled by senior officials, but worse still was the early withdrawal of important authorities.

There can be no doubt that if the



MR. CECIL G. BROWN, LL.B.,
Town Clerk, Cardiff



MR. J. WESLAKE HILL
Chief Collector, Electricity Dept., Cardiff

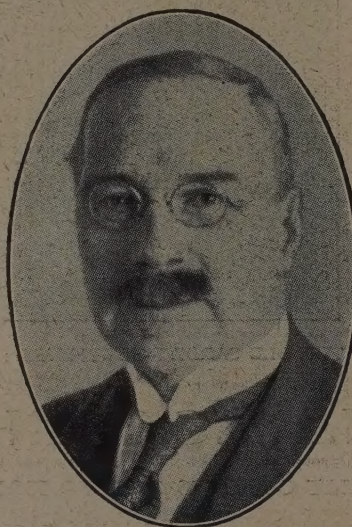
Whitley Council had been successfully established and had been allowed to function fairly, much friction and difficulty experienced in later years would have been avoided. The propaganda in favour of such councils did, however, have some results; a number of local councils have continued to function, or have since been set up, to the great advantage of both authorities and officials.

During the war, and after, South Wales experienced a period of boom, with high wages and profits, which naturally led to a tremendous increase in the cost of living. Probably no other district experienced this so acutely. Efforts to obtain bonuses and increased scales of salaries were inevitable, and N.A.L.G.O. proved invaluable.

The boom was short-lived, however, and, unhappily, was followed by a period of severe and acute economic depression. The special difficulties of South Wales need no detailing; they are well known. The officer did not get all the benefits of the boom; he was quickly to suffer from the slump. Again N.A.L.G.O. has been invaluable. Probably every local authority in South Wales has had dealings with

N.A.L.G.O. and has received N.A.L.G.O. deputations. Such deputations, tactfully conducted, have achieved much and N.A.L.G.O.'s efforts have probably benefited directly or indirectly every official in the area.

Annual conferences have often been reminded of South Wales' keen interest in affairs—perhaps a little too often at times. But many proposals which South Wales unsuccessfully urged originally have since been included in N.A.L.G.O.'s programme and policy. No district, I am sure has a greater passion for the well-being of the National Association. The District has striven earnestly for N.A.L.G.O.'s main purposes. It has given more than average support also to the side lines. Especially is this true of the B. and O. Fund. A glance at the



Mr. NEIL J. PETERS, Cardiff

Annual Report shows that in proportion to its membership South Wales has contributed more per head to the fund than any other area. Candour compels the admission that it has taken more out per head, too.

In thinking of its achievements in this direction, the magnificent effort—headed by Mr. F. O. Collier—which produced



MR. GODFREY TURNER
Mayor's Secretary, Swansea

the Glamorgan County Council Branch B. and O. purse of £1,729 at the 1920 annual conference at once comes to mind. The measure of that achievement is that the total amount raised for the fund in 1919 by all branches was £1,920 only. Apart from the help to N.A.L.G.O.'s benevolents and orphans, the purse led the way to more ambitious effort and so must take a substantial share of credit for the fund's proud position now.

The Local Government Act, 1929, brought new problems to South Wales, which have been or will be tackled successfully. In addition the amalgamation with the National Poor Law Officers' Association has strengthened our ranks by a large army of new colleagues, who are worthily upholding the keen interest and pride in N.A.L.G.O. which South Wales officers have always shown.

Let me, for the sake of convenience, set out our history in chronological order and thereby show how regular has been our progress, from our initiation in Cardiff in the year 1906, through the very difficult years of the war, on through post-war vicissitudes to the present, when we can claim 38 branches with a total membership of 3,408.

* * * * *

Cardiff Branch formed with 118 members; 1906 Wheatley, then Town Clerk of Cardiff; honorary secretary and treasurer, Messrs. Neil J. Peters and F. G. Harrison respectively. Cardiff's membership now 650. As early as 1907-8 Executive Committee engaged in drafting proposed Superannuation Bill; it was not until 1919-20 that success was achieved. Officers little changed from these early times. Second president was Mr. Harpur; he was followed by Mr. T. C. Major, succeeded by me in November, 1921.

Barry followed Cardiff's lead. North Wales heard the call in 1909; 1907-09 North Wales Association of Local Government Officers formed with a membership of about 100. Pontypridd formed a branch

in 1910 and in 1911 the Glamorgan County Education Guild was formed with a membership of 12.

March 18, 1910, a conference of municipal 1910-11 officers held in the Town Hall, Newport, Mr. Albert Newman, then Town Clerk, Newport, presiding; branch formed, Mr. Newman becoming president and Mr. Shearn hon. secretary. Membership in first year reached 100; to-day it is 284. Swansea Branch initiated during 1911, together with Colwyn Bay; respective memberships to-day, 282 and 54. About this time Merthyr Tydfil came into line, following an address by Mr. L. Hill, then, as now, the general secretary of N.A.L.G.O.

During later years of war period a breakaway 1914-18 was made *en bloc* from N.A.L.G.O. to the National Union of Clerks and

later to another organisation purporting to represent clerks and allied workers. However, it was eventually thought that the best thing would be to revert to N.A.L.G.O. membership, and in the year 1923 there was a welcome "back to the fold."

Aberdare Branch formed in 1912 with 1912 an initial membership of 65—an energetic and thoroughly democratic branch. Rhondda and Mountain Ash Branches formed in 1912 and Neath and District Branch in 1913. About this time the North Wales Association appears to have disintegrated.

Other pre-war branches were Rhyl, Anglesey, 1914 and Bangor. When the calamity of war overtook Europe in 1914 there were 5 branches in North Wales, with a membership

(Continued at foot page 36)

LOCAL GOVERNMENT EXPENDITURE

HOW THE "RAY" COMMITTEE'S PROPOSALS WERE RECEIVED

THE Minister of Health, following the publication of the Report of the Committee on Local Expenditure (England and Wales), invited the various associations of local government authorities to express their views on the recommendations contained in that report. The pronouncements so far made are summarised below. The National Association of Local Government Officers has not as a body been invited to give its views on these recommendations, but an undertaking has been secured from the Minister that before any circular is issued to local authorities, the Association shall be given an opportunity of submitting a memorandum. (Ed.)

FIVE standing committees of the Association of Municipal Corporations have considered the recommendations and reports placed in the hands of the Council of the Association on January 19. The Council are in general agreement with the Departmental Committee when it refers to the burden of legislative responsibility which local authorities have been called upon to bear and share the view advanced in the official report that the time had come when a halt should be called to legislation involving local authorities in fresh expenditure, and whilst agreeing that such legislation is to be deprecated, the Council also submits that there should be no legislation depriving local authorities of the revenues to which they are now entitled.

The recommendation of the Committee that the accounts of municipal corporations should be audited by district auditors is opposed, the existing system—the employment of professional auditors—having given complete satisfaction. Commercial experience is regarded as an essential qualification of auditors who deal with the accounts of large trading undertakings. Any change on the lines suggested by the majority of the Departmental Committee is not, the Council feel, in the interests of economy and efficiency.

There is a reserved agreement with the view of the Departmental Committee that the practice of holding conferences attended by representatives and officers of local authorities needs reconsideration.

The Council is wholly opposed to the view of the Departmental Committee that there should be a reduction in the number of School Attendance Officers.

THE Executive Council of the County Councils Association remitted the report to a Special Economy Committee under the chairmanship of Sir Percy Jackson, LL.D. Lt.-Col. G. J. Acland-Troyte, C.M.G., D.S.O., M.P.; Sir Frederick Berryman; E. W. Cemlyn-Jones; J. Evans; Sir James Hinchliffe,

LL.D.; Sir Edward Holland; A. Jenkins; Major A. Leycester-Penrhyn; W. N. Smith; Earl of Malmesbury; Sir George Etherton; Dr. E. W. Maples, O.B.E.; Dr. S. J. C. Holden; J. L. Holland and J. Moss, together with Dr. J. Middleton Martin, representing the Association of County Medical Officers of Health; F. W. Smart, representing the County

THE VICIOUS CIRCLE

When someone stops buying—someone stops selling.
When someone stops selling—someone stops making.
When someone stops making—someone stops working.
When someone stops working—someone stops earning.
When someone stops earning—someone stops buying.

Surveyors' Society; and M. T. Hughes, representing the County Accountants' Society, are the other members.

The Committee, appreciating that the recommendations of the Committee on Local Expenditure (England and Wales) were not intended, in view of the varying natural and economic conditions throughout the country as recognised in their report, to be applied equally in all areas, were of the opinion that the submission of criticism at this stage was not best calculated to serve the important purpose for which that Committee was appointed. It therefore recommended the Executive Council of the Association to express the opinion that, in the present financial situation of the country, it is the duty of all county councils, without foregoing their right to criticise detailed proposals when brought forward by the Departments concerned, to aid in giving effect, to the fullest practicable extent, to the policy of the Expenditure Committee and the Executive Council adopted the recommendation.

It is to be understood that this resolution does not apply to the recommendations of the Expenditure Committee with regard to outdoor relief for the able-bodied unemployed, as these are to form the subject of a special report by the Public Assistance Committee.

* * *

THE Executive Council of the Urban District Councils Association, having considered the Report of the Committee on Local Expenditure and a letter from the Ministry of Health asking for the observations of the Association on the chapters of the report with which the Ministry were primarily concerned, expressed the view, and the full Council of the Association concurred, that the time had come when a halt should be called to legislation involving local authorities in fresh expenditure.

Whilst not expressing any opinion on the principle of the substitution of block grants for percentage grants in certain cases in which the latter are applicable, the Council were of opinion that the circumstances should be fully investigated, and that any formula which might be devised for the ascertainment of any block grant should be sufficiently elastic to permit of its being suitable and equitable in the case of districts having special characteristics such as abnormal growth, extreme necessity or temporary depression.

Administrative Charges

The suggestion of the Committee that a substantial reduction can and should be made in the total cost of the administrative charges of local authorities was strongly criticised, the Council being of opinion that, so far as urban district councils were concerned, there was no justification for the view held by the Committee. They were of opinion that the Committee's view that many instances would be found in which the staff of local authorities was in excess of present requirements was entirely inapplicable to urban district councils.

Taking the report of the Committee as a whole, the Council decided that, whilst they would be prepared to approve of many of the recommendations and suggestions of the Committee if they are regarded merely as an enunciation of general principles for the guidance of local authorities in the conduct of their affairs, they would have no alternative but to oppose strenuously any proposal that by legislative or administrative action certain of these recommendations and suggestions should be applied generally to all local authorities, irrespective of local circumstances and conditions.

Although the Council expressed approval of certain of the recommendations of the Committee, they would strongly oppose any proposal to increase the powers of the central departments to control the operations of local authorities generally, or to interfere with the autonomy of urban councils.

SOUTHEND-ON-SEA BRANCH

The annual meeting of the Southend-on-Sea Branch was held at Boot's Cafe, on December 9, presided over by the president, Mr. R. H. Dyer, Borough Engineer and Surveyor. At the close of business, an instructive talk was given by Mr. Slater, the District Organising Secretary. The president expressed the view that the membership should be higher and urged members to work to achieve a 100 per cent. membership; this was referred to the Executive Committee. Thanks were tendered to the retiring officers, who were all re-appointed.

A presentation of an attache case and fountain pen was made to Mr. J. Smith in appreciation of his work as secretary for the past eight years. The proceedings concluded with refreshments and an enjoyable smoking concert.

BECOME A PROPERTY OWNER

WITH THE ASSISTANCE OF THE NALGO BUILDING SOCIETY

WITH the approach of spring, the minds of many will be turned to the problem of selecting another house, at times a very interesting task; if it is a home being established for the first time then it should prove one of the most romantic happenings. Whether it be a four-roomed cottage or a mansion, memories of setting up the "first home" are treasured for years after. There is a certain fascination in deciding the colour scheme of each room, choosing the wallpaper, measuring for lino and carpets, and ordering the furniture.

Owner or Occupier?

The question to all who are about to go "house-hunting" is: *Are you going to be the owner or merely the occupier?* With the price of property, surely at its lowest, there was never a better opportunity to purchase. Property, particularly that of a residential character, and especially if it is the house you live in, is the soundest possible investment. If the average person waited until he could buy a house outright before contracting to purchase, he would die of waiting.

The Nalگو Building Society is prepared to help every member of the Association to buy his house with the rent he pays, believing that it is the duty of every Local Government Officer to leave his family, at least, with a roof over their heads. There is no sounder principle than buying the house you live in for yourself instead of for someone else. What is more, the payments do not

continue for a lifetime, as the maximum term for purchasing with the help of the Society is 20 years.

Your Own Landlord

Millions are buying their own houses, while millions more *would* be doing so but for the short-sighted policy of wondering what will happen if they are unable to keep up the payments. Is there a landlord in this country who would forego his rent if the same contingency arose? Why be daunted by a fear that may never arise? The only certain thing in this life is death, and Nalگو has a scheme to offer which provides for a house to pass to the dependents, *debt free*, should the breadwinner die before the house is paid for.

Having chosen a house and decided to purchase, and not to rent, the next step is to see how the Nalگو Building Society can help. The Society's prospectus fully explains the scheme. A member must be prepared to deposit 10 per cent. of the value of the property and the Society will advance the remaining 90 per cent. at 5 per cent. repayable in monthly instalments.

Cheaper than Rent

If £600 is borrowed, the combined calendar monthly repayment of principal and interest for 20 years will be £4 os. 6d., less than £1 a week; remember, you are buying, and not renting. Actually you are paying a rent but paying it into your pocket. If you wish "to provide against

dying" before the house is paid for, an additional small monthly payment for 13½ years only will give your dependents full protection. This is called the "Hedge Your Mortgage" Scheme. At age 30 next birthday this additional payment is only 8s. a month.

The scheme of the Nalگو Building Society is one of the best, if not the best, of its kind in the country. The Society was formed in August, 1932, and since then mortgages have been granted to many members.

Transfer Your Mortgage

Funds are waiting to be advanced to members of N.A.L.G.O. who wish to take advantage of the exceedingly good terms for house purchase. Those who already have mortgages and are paying high rates of interest can transfer their mortgages. So long as the amount they require to borrow does not exceed 90 per cent. of the property's value, there will be no difficulty in arranging the transfer. The legal fees for the transfer can be added to the advance and repaid in the usual way. Therefore the cost of the transaction will not be a drain on one's present resources, but they will invariably save many pounds.

The Society's prospectus and an application form for an advance can be obtained from the Branch Officers or direct from Headquarters.

SOTTO VOCE

Having obtained a house, the Association can help a member to obtain furnishings, domestic equipment, ironmongery, etc., by introducing him to wholesale firms who will supply all his requirements at advantageous terms.

N.A.L.G.O. IN S. WALES

(Continued from page 34)

of 127, and 11 in South Wales, with 896 members.

Abertillery established an organisation in 1917; original membership, 36; now 48; of inestimable benefit to local government officers throughout the area. Gwent offering membership to officers from Rhymney, Bedwelty, Gelligaer, Caerphilly, Bedwas, and Machen, formed in latter part of 1917; smaller membership to-day due to disintegration of members on formation of local branches—a healthy sign. Carmarthen, formed 1919, reveals disappointing early history. For two years a struggle for existence, followed by disassociation from N.A.L.G.O. until 1923; adoption of Local Government Officers' Superannuation Act by the County Council stimulated interest; still flashes of dissatisfaction. Would that the discontented understood that the fault is with themselves and not with the Association. Also, 1919, branch of the National Union of Clerks formed and subsequently, 1921, membership transferred to N.A.L.G.O.; membership then 58, now 141.

Abergavenny with 7 members, and Brecon, 1920-22 with 48 members, formed in 1920. Llanelli, formed in the same year with a membership of 15, now boasts 82—100 per cent. Congratulations, Llanelli. Gelligaer initiated in 1922 with original membership of 22, since increased to 32; strong joint Staffs Committee doing excellent work; provided

Council with chain of office for chairman.

Active propaganda work carried out during this period. Branches formed at 1923-26 Ogmere—100 per cent. membership to-day—Abercarn, and Risca, and Abertillery and District Water Board. The latter two within an ace of 100 per cent. membership, while the former has secured it. Llantrisant organisation set up in 1924 with an original membership of 12. Here the D.O.S. has rendered valuable service from time to time in negotiating with Council on salary and reorganisation questions; the Branch has felt the benefit of the Legal Department at headquarters in the protection of officers transferred under the Local Government Act, 1929. Port Talbot formed in 1924. Inactive until 1928, when revived under new officers. A Joint Advisory Committee functions satisfactorily; negotiations at present proceeding regarding superannuation. Year 1926 saw formation of the Pontypridd and Rhondda Joint Water Board Branch.

Small but active branch formed at Porthcawl in 1929; absence from membership of senior members of the staff regretted; chances of superannuation and improved service conditions and salaries not too encouraging. During 1930 Pembroke and District Branch, with a membership of 7, and Glyncoffwrwg, with membership of 6, complete the history.

Finally, a word about the inauguration of the South Wales District Committee. In 1910 representatives from Cardiff, Barry, Newport, and Pontypridd met with the purpose of co-ordinating their efforts over the district, and a

"South Wales and Monmouthshire District Association" was formed. Little time was lost; a temporary committee elected to undertake propaganda work in the area and draft suitable rules for submission to a subsequent meeting. Here are the representatives who sat upon that Committee: Messrs. Haynes (Newport), chairman *pro tem*; W. Lewis, E. E. Green, E. R. Hinchcliff, and F. R. Hybard (Barry); I. Edwards, L. R. Williams, J. E. Teasdel, and W. E. Lowe (Pontypridd); J. J. Jackson, J. W. Wood, O. S. Hosgood, and N. J. Peters (secretary, *pro tem*) (Cardiff). The first meeting of the Committee was at Cardiff City Hall, ostensibly the birthplace of N.A.L.G.O. in Wales, on April 28, 1911—a largely attended and stimulating gathering. The officers appointed to guide the organisation through its initial struggles were Mr. Harpur, Cardiff, president; Mr. W. T. Lewis, Barry, chairman; Mr. Shearn, Newport, vice-chairman; Mr. Neil J. Peters, Cardiff, honorary treasurer and secretary. Mr. R. C. Williams, Pontypridd, was elected auditor. It will probably interest readers to know that the first mention of the Benevolent and Orphan Fund was in 1912: there was no time for consideration of the subject! That branches since have subscribed nobly to the fund is evidenced by the figures given at the 1932 Conference.

I have to express my cordial thanks to Mr. Weslake Hill, the honorary secretary of the Cardiff Branch, and to Mr. J. E. N. Davis, the divisional organising secretary, for their great assistance in the preparation of much of the material contained in this article.



AN AMERICAN CITY: LOS ANGELES, ITS TALL GAUNT ARCHITECTURE—
SYMBOLICAL OF BY-GONE PROSPERITY

AS PROSPERITY PASSED

DR. ROBSON VIEWS THE FINANCIAL PLIGHT OF AMERICA'S MUNICIPALITIES
IMPRESSIONS OF A RECENT VISIT

How have the cities of the United States fared in the "economic blizzard"? At the suggestion of the National Association of Local Government Officers, Dr. W. A. Robson, Lecturer in Industrial and Administrative Law at the London School of Economics, has been investigating the subject. In this statement he gives the results of his inquiries, following an extensive tour through the chief cities of the United States.

UNTIL 1929 the United States of America had for a decade and a half enjoyed a fabulous and unprecedented prosperity. Yet after only two short years of adversity the financial condition of American municipalities is one of extreme insecurity and critical instability. In England we have scarcely known the meaning of the word prosperity since the War. We endured a long-drawn-out depression, which began in 1921 and lasted until it was succeeded by the violent economic blizzard which in 1929 descended upon the whole civilised world. Yet speaking broadly the local authorities in England have weathered the storm with an even keel and can, with one or two exceptions, claim without exaggeration that their houses are in good order. This is a remarkable achievement and one of which we may justifiably be proud.

The situation across the Atlantic contains much that is of high interest at the present time. It is worth studying, not only for its own sake, but also because of the light which it throws on some of the larger questions concerning the people of the United States. Moreover, the

plight of the American municipalities should in some measure serve to illuminate our own experience. Let us take, by way of illustration, some of the leading cities of the East and Middle West.

In Philadelphia the budget for 1932 did not balance, and expenditure for the year would have had to have been reduced by 40 per cent. in order to bring it within the estimated yield of the revenue. If the municipality has to balance its budget without outside relief of some sort, Philadelphia, in the words of the President of its Council, "will be a city not worth living in." In Boston it was announced last October that the assessed valuation of the city had declined by the substantial sum of \$70,000,000, and it would therefore be necessary to raise the local taxes by \$4 per 1,000 dollars of capital value. (All local authorities in the United States base their taxes on the capital value of property.) The tax rate in Boston is now \$34, and the Mayor has appealed to the State Government of Massachusetts for financial aid.

Ill-founded Optimism

In Detroit, the home of the automobile industry, the ill-founded optimism of the boom period led real estate dealers and landowners to lay out sufficient land for industrial and residential purposes to accommodate a population of 60,000,000 persons—half the entire population of the United States. During the past two years the assessed valuation of the city for taxation purposes has declined by one billion dollars (\$1,000,000,000). That,

however, is only one of the difficulties in the situation. A still more embarrassing factor is the impossibility of collecting even the local taxes actually due and demanded. In April, 1932, \$14,600,000 was owing to the city of Detroit in municipal taxes, and the prospects of recovering this huge sum were so remote that the city proposed to sell outright the property—valued at \$500,000,000—on which those taxes had been levied.

Relieving the Destitute

The position in regard to poor relief in Detroit has also been developing in a serious manner for some time past. In 1929 the Public Welfare Department of the city was capable of looking after 7,000 families. In February, 1931, some 48,000 families, comprising about 200,000 individuals, were seeking relief at a cost of \$2,100,000 a month. The city was only able to set aside for public assistance \$7,000,000 for the year from July, 1931, to June, 1932, which meant that not more than 15,000 families could be relieved. An Emergency Relief Fund, supported by private charity, assisted with a sum of \$600,000, which enabled 27,000 families in all to be maintained. But the inadequacy of this may be judged from the fact that distress has been actually increasing since February, 1931, when the 48,000 families were considered to be destitute. Already in the spring of 1932 the chief municipal officers were in despair at the impossibility of dealing effectively with the situation. Loans had been sought from New York bankers in order to tide over the financial problem temporarily, and the "economies"

demanding by the bankers as a condition were drastic in the extreme, among them being the virtual abolition of the parks and recreation departments, in order to satisfy the financial houses concerned with the loan that the city was being well and truly governed.

A Fantastic Situation

In Chicago and the County of Cook (in which Chicago is situated and of which it comprises the major part) there prevails a situation which is almost fantastic. It arose originally as a result of the obsolete and undesirable methods of assessing liability to local taxation. The administrative machinery consists of directly-elected assessors, who make the assessment in the first instance, and a directly-elected board of review, which in practice has come to act as another separate and independent assessing agency although it was originally intended to be no more than an organ for remedying individual grievances.

When over 100,000 complaints of over-assessment had been made by property-owners concerning the 1927 quadrennial valuation, the Illinois State Tax Commission in May, 1928, ordered a complete re-assessment of real estate and proceeded to prescribe the detailed rules to be followed. The work of revaluation was completed by June, 1929. The task of converting the revaluation into a legal re-assessment had then to be accomplished, and as this required the active assent and co-operation of the resentful boards of assessment and review, the major part of the business was still to be done. The new assessment was legally achieved in May, 1930, and in June it was theoretically possible to start collecting taxes payable in respect of 1928, nearly 15 months after they were due.

"The Gap and the Gulf"

During the long interval which had been occupied with these events not one cent could be demanded from the citizens for the simple reason that no legally valid assessment was in operation. The gap between expenditure and revenue rapidly widened to an enormous gulf; the floating debt soared; and the device of issuing what are termed tax anticipation warrants was employed as a method of preventing the municipal services of the city coming to a standstill from lack of funds.

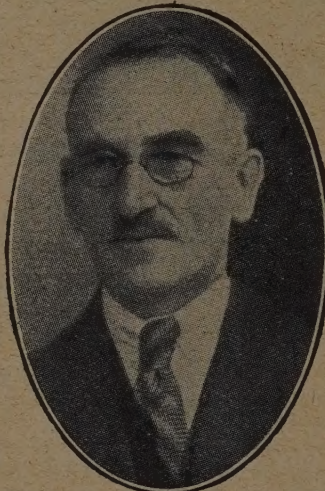
It is a common practice for local authorities in many countries to resort to temporary short term borrowing in anticipation of revenue, but the extent to which this was abused in Chicago may be grasped from the fact that outstanding tax anticipation warrants had by July 1, 1931, reached the total of \$159,080,577. The position became so serious that the Governor of the State appointed a Tax Conference to deal with the situation. The Executive Committee of this Conference reported that "further sale in adequate amount of 1931 tax anticipation warrants is impossible until confidence

OUR LATE PRESIDENT

Death of Mr. Marsden

It is with profound regret that we have to record the death of the Association's honoured president, Mr. Fred Marsden, City Engineer and Surveyor, Bradford. As we go to press we are not in possession of full details of this tragic event, but we do know that Mr. Marsden succumbed at 12 o'clock to-day (Thursday, January 26) to complications arising out of an attack of influenza which had confined him to his bed for a few days past.

Bradford born, Mr. Marsden was educated in that city, the early years of his career being spent in the office of his father, a Bradford surveyor. In 1893 he entered the office of the then City Surveyor of Bradford, Mr. J. H. Cox. He was appointed Deputy Surveyor in 1908



THE LATE MR. FRED MARSDEN

and subsequently became City Engineer and Surveyor.

Apart altogether from the affection with which Mr. Marsden was held within N.A.L.G.O.'s ranks, he had endeared himself as few others have done, not only to his professional colleagues, but to all grades within the service, and they, with N.A.L.G.O., will mourn the loss of a man of sterling qualities; a friend.

Mr. Marsden was a Yorkshireman with an individuality unmistakable; a man who had allowed his personal interests to be subordinated to two great callings, his professional career and N.A.L.G.O. To the presidency of the latter he was elected at the Whitsun Conference last year, succeeding Mr. S. Lord, of Acton. He assumed that important role by an overwhelming majority of opinion throughout the branches and at the unanimous wish of the National Executive Council, upon which body he had served for many years, and as vice-chairman since 1918. His election was a particularly fitting one, coming as it did in his last year of office as a local government officer (he had previously announced his intention of retiring from the service during the present year). Throughout his presidency, one of the most trying periods in the Association's history, Mr. Marsden, by the dint of hard work performed with an enthusiasm which was infectious to those around him, had worthily upheld the traditions attaching to his office, answering the Great Call while he was yet in full harness.

The March issue of "Local Government Service" will contain appreciations of Mr. Marsden's career.

of the investing public in the taxing machinery of Cook County is restored. . . . The present situation with its mounting interest charges and its imminent break in morale of public service and threat of suspension of public service means for property owners mounting taxes and further impairment of property values."

The interest charges on this huge floating debt is, of course, a formidable burden, and is estimated at no less than \$6,000,000 a year—a sum exceeding the entire expenditure of many a large town. But the heart of the trouble lies in the fact that a considerable proportion of the taxes in arrear is now uncollectable. Even in good times the maxim that he who hesitates is lost is specially applicable to the tax collector. In times of severe depression and shrinking incomes it is utterly impossible to extract revenue from the whole body of tax payers in respect of demand notes three years old. It has now been announced that only 55 per cent. of Cook County's 1930 taxes have been paid despite repeated postponements of the delinquency date.

"Irreducible Facts"

In the meantime, what William James called the "stubborn irreducible facts" have begun to assert themselves. A special fund of \$60,000,000, which had been built up over a period of years to construct an underground railway, was diverted to pay the salaries of municipal employees. But this proved insufficient. The school teachers alone were owed \$20,000,000 back pay in the spring of 1932. School tax anticipation warrants to the tune of \$6,000,000 were issued in the autumn by the education authority to some 14,000 teachers as remuneration for their work in the past year. The value of these warrants when the teachers came to cash them was only 72 cents in the dollar—a depreciation of 28 per cent. on their face value.

It is obvious that a situation of this kind cannot continue indefinitely. But what the outcome will be no one can say. The advisory commission appointed by Major Cermak to consider the Administrative Reorganisation of the City Government has made recommendations for improved administrative machinery which are estimated to save Chicago more than \$22,000,000 a year. But the position which faces the city appears to call for drastic measures going far beyond departmental rearrangement to the fundamentals of public finance.

Control of Municipal Expenditure

On December 7 last it was announced that the City of New York had managed to obtain a loan from a group of bankers just one hour before it would have been compelled to admit default on bonds to the value of \$40,000,000. Earlier in the week the municipality had met maturing liabilities on bonds to the extent of \$15,000,000; and on December 8 and 9

(Continued on page 40)

THAT "NEW YEAR" RESOLUTION?

Just four weeks have elapsed since the greeting "A Happy New Year" was being heard on all sides. That greeting must have been given by thousands of local government officers to their wives and children, and yet how many of these officers, when expressing the wish for "A Happy New Year," resolved that, as far as lay in their power, their families should be safeguarded in the event of the loss of the bread-winner of the home?

Local government officers, in common with other members of the community, make their "New Year" resolutions, and no small number honestly intend to see that one of the most important resolutions, namely, the taking out of some form of Life Assurance cover, is dealt with in the New Year. Somehow, other things crop up, and one of the most vital resolutions is shelved, but, it is hoped, only for the time being. Consequently, although the forethought has been there, the resolution is often not put into practice at the right moment, with resulting regret and repentance at a later date. The cardinal point which is overlooked in the shelving of this matter is the fact that *Health is a Form of Capital*. Life Assurance, no matter in what form it is obtained, is a much more attractive proposition if effected while an officer is young and fit.

The following are two examples of policies which can be obtained through the Life Department of N.A.L.G.O. by an officer aged 30 next birthday:—

The first: A Family Income Policy for £500 which provides for the family—

- (a) £100 immediately on death occurring at any time within a period of 20 years;
- (b) £1 10s. 0d. a week from the date of the assured's death for the remainder of the initial period of 20 years; and
- (c) A further £400 at the end of that period.

The premium, payable throughout the life of the assured, would be 17/6 a month or £10 4s. 9d. per annum, and in the event of death not occurring within 20 years from the date of the issue of the policy, the sum of £500 would be paid on death occurring at any time after that period. The income tax rebate (at present rate of 2/6 in the £1) would be £1 5s. 0d. per annum.

Secondly there is the 35-year "With-Profits" Endowment Policy for £500 for a monthly premium of £1 1s. 8d. or £12 13s. 6d. per annum. The income tax rebate (at present rate of 2/6 in the £1) would be £1 11s. 3d. per annum, and if the present rate of bonus is maintained, the policy moneys will amount to £850 on maturity.

Further particulars and proposal forms can be obtained from N.A.L.G.O., 24 Abingdon Street, Westminster, S.W.1.

DO YOU POSSESS A FAMILY GROUP LIKE THIS?



IF SO

THEN CONSIDER ASSURING THEIR FUTURE WITHOUT DELAY

ONE OF THE GREATEST RISKS CHILDREN RUN IS THAT OF THEIR FATHER DYING BEFORE THEY BECOME SELF-SUPPORTING. THE PROTECTION OF THE FAMILY SHOULD THEREFORE BE CONSIDERED AND DEALT WITH TO-DAY. TO-MORROW MAY BE TOO LATE!

BY OBTAINING A N.A.L.G.O. "FAMILY INCOME" POLICY

YOUR FAMILY WILL BE GUARANTEED A WEEKLY INCOME IN THE EVENT OF YOUR DEATH.

PARTICULARS OF THIS AND A GREAT VARIETY OF OTHER FORMS OF INSURANCE CAN BE OBTAINED FROM YOUR LOCAL CORRESPONDENT OR N.A.L.G.O., 24, ABINGDON STREET, WESTMINSTER, S.W.1.

AS PROSPERITY PASSED

(Continued from page 38)

it was required to find cash to meet further liabilities of \$55,000,000. So serious is the position that Mr. Roosevelt, who is Governor of New York State as well as President-elect, proposed to the State legislature on December 9 that he should have power to appoint a financial agent to control the expenditure of any municipality which had defaulted either on its securities or on the salaries of its employees or other contractual payments.

Heading for Financial Chaos

The smaller towns are in many cases in a worse plight even than the large cities. In the State of New Jersey many local authorities are confronted with mounting debts which it will be impossible for them to meet when they fall due. The New Jersey authorities are by no means unique in this respect. The City Manager of Austin (Texas) in presenting his report to the local council in June last, referred to "the depression that has plunged so many municipalities, as well as our state and national government, into financial chaos."

Hardly less significant as an index of the general position is the resounding fame that has come to the City of Milwaukee by virtue of the fact that it has a substantial surplus in the bank! Hundreds of newspapers have celebrated the name of Milwaukee during the past

year from one end of the Continent to the other. One Milwaukee paper modestly went so far as to declare that "the entire western world, not merely the United States, has its eyes on Milwaukee and is wondering by what miracle it has managed not only to show no deficit in municipal finances in 1931, but to come out of the year with a surplus!"

Repercussions in the Financial Market

The unsatisfactory condition of local government in the United States has had serious repercussions in the Municipal Securities market. The prices of both long and short term municipal securities suffered a disastrous drop in the ensuing months, the best municipal investments plunging downwards with the worst. Defaults by local authorities on interest payments, the failure of banks holding sinking fund deposits and similar embarrassments have exacerbated the situation, with the result that there has been a serious breakdown in the structure of municipal credit. The municipal bond market is to-day in a deplorable condition, arising in the main from a doubt as to the ability of municipalities to carry their existing debt burdens. There is virtually no market for new permanent improvement loans, and the borrowing of money temporarily in anticipation of loans has become almost impossible. A statement was recently published showing that some \$250 millions of

municipal securities had been formally placed on sale without success.

The Situation at Home

Everyone who cares for local government will join in the hope that the hard-pressed municipalities of the United States will fight their way safely and surely through the dangers and difficulties which beset them. Sympathy for troubles abroad need not, however, prevent us from appreciating blessings at home. Comparisons are usually invidious. But in general, everyone knows, or ought to know, that the American situation has no counterpart in England. The municipal finances of this country, with one or two possible exceptions, are in a strong and healthy condition, despite the tremendous vicissitudes which the English local authorities have been called upon to endure. If any citizen is under the impression that his rates are unduly high, that his Council is extravagant, that his premises are over-assessed, that the local debt is exorbitant, or that municipal government in Britain is in general reckless or incompetent or grasping, let him glance for a moment across the Atlantic. To do so should at least serve to put matters in perspective.

And having got matters in perspective, may we not give a word of appreciation to those to whom credit is due—councillors and officers alike—for carrying us safely through a time of unparalleled difficulty?

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By JOHN J. CLARKE, M.A., F.S.S., Barrister-at-Law, Author of "Outlines of Local Government," etc.

A detailed guide to the Housing Acts, 1925, and 1930, and the Town and Country Planning Act, 1932. It provides explanations of the actual powers and duties now vested in local authorities that are of immediate value to all who require a sound understanding of this important Subject.

CONTENTS (Abridged).—Introduction—Local Authorities—Central Departments of the State—Legal Proceedings by and against Local Authorities—Public Health—The Housing Acts—Roads and Communications—Road Traffic Act—Town and Country Planning Act—Model Clauses—Acquisition of Land—Assessment of Compensation—Local Finance—Appendices—Bibliography.

Crown 8vo. 7/6 net. 342 pp.

THE RIGHT HON. SIR LESLIE SCOTT, K.C., says:—

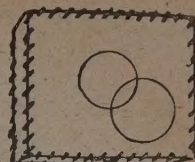
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**Have you
ordered
a copy of the
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Year Book?**

NOTES FOR READERS



ONE of the least attractive features of to-day's literary output is the "opportunistic" character of a large part of it. A centenary of a birth or death—Scott, for a recent example. How much of the material published for sale whilst the papers are recalling his memory will live beyond six months? Very little, if any. A glut of books on economics synchronises with the world upheaval in trading circles and so on.

Another regrettable aspect of publishing is the tendency to bring to the light of day material of an author who attains notoriety in a particular form of literature better allowed to die. Gilbert's *Bab Ballads* have given pleasure to thousands, but in "finding" the selection of *Lost Bab Ballads* (Putnam 5s.), I fear Mr. Searle has done Gilbert a disservice; there is hardly one with the Gilbert grip.

But to brighter topics.

* * *

In H. V. Morton's *Blue Days at Sea and Other Essays* (Methuen 3s. 6d.), the writer who describes his "search" for things of interest in England, Scotland and Wales so delightfully in his better-known books, gives some pleasant sketches of men, women and places in essay form. Mrs. Robinson is a clever thumb-nail sketch of the office in the hands of the woman "what does the cleanin'"—not forgetting her waste-paper basket perquisites. A contrast to the normal office uses very cleverly portrayed. Many other of the sketches are excellent.

Mr. C. Wilkinson has followed up his success of 1931 in his *Life of Nelson* by giving us an intimate picture of the character, failures and successes of *Bonnie Prince Charlie* (Harrap 8s. 6d.). It will be extremely difficult for him to keep up this average of issue and maintain the standard of excellence attained in these two books. The last-named is an excellent study of the man and his leading supporters. Would that someone would give us as intimate an account of the views of the rank and file in the armies of this rather elusive prince.

* * *

Other interesting biographies include one of the outstanding books of the season—the *Life of Henry Herbert Asquith*,

By JONAS PRAPS

Lord Oxford and Asquith (2 vols., Hutchinson 36s.). It is not merely the politician of like views who will enjoy the book. The personality of the man and the fact that he held the destinies of England in his hands at very critical periods in her history are much more important factors than the political, which, in general, is not too blatantly prominent. It is to be hoped its length will not deter the serious reader.

In *Death Cometh Soon or Late* (Hutchinson 10s. 6d.), J. A. Mollison, the well-known aviator, tells the story of his life and experiences in flying. He appears to realise the danger of his calling in his ominous title.

Many interesting reminiscences of actors and the theatre have appeared, the best, in my view, being Leverton's *Through the Box Office Window* (Laurie 15s.) and Cochran's *I Had Almost*

Forgotten (Hutchinson 12s. 6d.). Both contain excellent stories of the stage.

My readers across anything quite like Holbrook Jackson's *The Fear of Books* (Sonnino Press 21s.) for many years. It is a delight to the book-lover, a medley of entertaining criticism under such headings as Bibliophobia, Poisonous Books, Difficulties of Censorship, Feminine Allurements, Women are Jealous of Books, etc.

At Home With the Savage, by J. H. Driberg (Routledge 7s. 6d.) is not a text-book on social anthropology, but is intended to give the general reader the author's impressions of savage life and customs, with suggested ways towards a better understanding and appreciation of the natives of Uganda and the Sudan. His fifteen years' experience in the Civil and Political Services gave him excellent opportunities of seeing the savage as he really is.

BOOK REVIEWS

Town and Country Planning. Ivor Jennings (Knight & Coy. 12s. 6d. net).

TOWN Planning and Country Planning and the laws relating to both are explicitly set out in a new volume by Mr. W. Ivor Jennings, of London University, the author of numerous works on Local Government. The book appears in anticipation of the coming into force, on April 1, 1933, of the Town and Country Planning Act of 1932, and should therefore be welcomed by all who are interested in, and affected by, Planning—a vast number. The Act itself is dealt with in Part II, being fully annotated and explained. Part I examines existing schemes, past efforts, the future of the new Act, as well as the functions of County Councils, of Courts of Summary Jurisdiction and the Planning Authority. The acquisition of land is discussed in four aspects. There are three tables and two appendices to complete a thoroughly useful work.

In an interesting preface, Mr. Jennings observes that the passing of the 1932 Act will come to be regarded by future historians as an event marking the beginning of a new stage in the develop-

ment of English local government. It definitely breaks tradition with Public Health Acts, for they assume that "the function of the local authority is to supervise the manner in which land-owners shall develop their estates." The idea of Town and Country Planning is that initiative lies with the local authority; that they will determine whether, at the instance of the owner, changes are to be made in the present use of the land, or whether some other form of modification should be considered. Whatever the Local Authority should decide is the one course to be acted on.

Such a matter, with all that it entails in the working-out, is material for a magnificent text-book, and here beyond doubt that need is supplied.

Local Government Law and Administration in England and Wales. (In preparation). Butterworth.

MESSRS. BUTTERWORTH & CO., LTD., the publishers, have announced the publication of the above work, the first volume to be ready some time during the middle of next year. The work is under the General Editorship of

(Continued on page 56)

NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

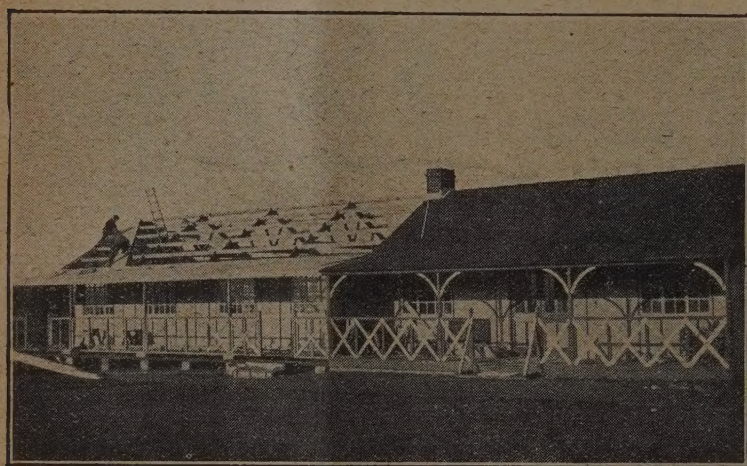
HEADQUARTERS:
24 ABINGDON STREET,
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ALL HEADQUARTERS COMMUNICATIONS should be addressed to the General Secretary and endorsed with the appropriate subject, e.g., "Legal," "Insurance," "Finance," "Organisation," "Education," or "Special Activities." Telephone: Victoria 8592 (4 lines). Telegrams: Natassoc, Parl, London.

FOLKESTONE CONFERENCE, 1933

Dates to Remember

- Mar. 1.—Return (Form C1) of names and addresses of representatives to Conference to be received at Headquarters by 5 p.m.
- Mar. 1.—Nominations for election of N.E.C. to be received at H.Q. by 5 p.m. (Form EL1.)



ADDING A BILLIARDS ROOM TO THE PAVILION AT CROYDE BAY CAMP

- Mar. 15.—Motions for Conference to be received at Headquarters by 5 p.m.
- Mar. 15.—Nominees for Election of N.E.C. may withdraw up to 5 p.m. on this date.
- April 1.—Journal will contain Conference Agenda.
- April 1.—Report of the N.E.C. to be issued to representatives with Agenda.
- April 15.—Amendments to motions in Conference Agenda to be received by Headquarters by 5 p.m.
- April 15.—Voting Papers for N.E.C. to be in hands of Branch Secretaries.
- April 23.—Voting Papers for N.E.C. to be in hands of members.
- May 1.—Voting Papers to be in hands of Secretary of District Committee by this date.
- May 1.—Journal will contain amendments to motions in Conference Agenda.
- May 2.—Counting of votes for N.E.C. commences in each district.
- May 20.—Conference Agenda (containing motions and amendments thereto) and list of representatives to be forwarded to representatives.
- May 20.—Branches desiring to divide voting strength at Conference to notify Headquarters of allocation.
- June 3.—Whit Saturday. First day of Conference Proceedings.
- June 5.—Whit Monday (Bank Holiday). Second day of Conference Proceedings.

HEADQUARTERS AND BRANCHES

The following Circulars have been remitted to Branch Honorary Secretaries from Headquarters:—

DECEMBER 15, 1932

Circular No. 89/Trading Scheme 1932.

- (a) Enclosing particulars of the Thrift Scheme, for distribution among members.
- (b) Requesting the names and addresses of Thrift Secretaries in the Metropolitan District.

JANUARY 2

Circular No. 1/Prov./1933.

- (a) Enclosing account form and requesting completion.
- (b) Regarding the acceptance of Chief Officer's Certificates in lieu of Medical Certificates for new entrants to Sickness Section, under 40 years of age.
- (c) Regarding the Audit of pass books.

JANUARY 18

Circular No. 2/Gen./1933.

- (a) Enclosing "Register of Membership" form and requesting prompt attention.
- (b) Giving full particulars as to how the information obtained will be used.

N.A.L.G.O. HOLIDAY CAMPS

CAYTON BAY—Grand Opening, July 1

If you have not experienced a holiday under modern camping conditions, you have missed one of the most care-free, healthy and enjoyable holidays it is possible to imagine.

Shorn of the hardships of old-fashioned "camping" and the conventions associated with a boarding house or hotel holiday, but embracing the pleasures of first-class meals, comfortable beds, organised entertainment and comradeship, a period spent in a bungalow camp is the gratification of the ideal holiday which must be experienced to be appreciated.

N.A.L.G.O. realised the growing popularity of this type of holiday, and purchased a bungalow camp at Croyde Bay, North Devon in 1931. The demand for accommodation has been so great—many members returning for

It is not too soon to book
now for a N.A.L.G.O. holiday

their holidays in 1932—that the Association has been compelled to establish another camp on similar lines at Cayton Bay, near Scarborough, which is easier of access for the northern members. This camp, which is being built, will be opened to campers on July 1, 1933, and will be the finest of its kind in the country.

CROYDE BAY Re-opens at Easter

The two camps are the possession of the Association, and run for the express purpose of providing its members, their families and their friends with the cheapest and most health-giving holiday it is possible to obtain.

A number of improvements are at present being made at the Croyde Bay Camp. A billiards room is being built, there will be more single huts, more garages and the prices in the canteen will be lower this year. Terms:

Easter Week-end	7/-	per day
April and May	..	£2 2 0	per week	
June	..	£2 5 0	"	"
July and August	..	£2 7 6	"	"
September	..	£2 5 0	"	"

(Special rates for children)

As there is such a tremendous demand for accommodation during July, August and September, bookings should be sent to Headquarters as early as possible.

COST OF LIVING

Below we give the average monthly percentage increase over the level of July, 1914, in the Cost of Living Index for the past six months; August, 41; September, 41; October, 43; November, 43; December, 43; January, 42. The percentage increases in each of the five groups on which the Index Figure is based are as follows:—

	NOV.	DEC.	JAN.
Food	..	25	25
Rent	..	55	55
Clothing	..	90	90
Fuel and Light	..	75	75
Other Items	..	70	75

by Dr. H. Finer, at a meeting held in the early autumn of last year with regard to the Diploma in Public Administration at the University of London.

(b) Stating that a few further copies are available for each Branch concerned.

Circular No. 7/Educ./1933. (To Secretaries and Education Correspondents of County Council and County Borough Branches.)

Regarding the Sister Tutor Scholarship.

Circular No. 8/Educ./1933.

(a) Giving particulars of the 1933 Summer School.

(b) Giving numbers of new students enrolled during each of the past six years.

(c) Giving list of various courses undertaken by the N.C.I.

Circular No. 9/BS/1933. (To Local Correspondents or Branch Secretaries if no Correspondent appointed.) Including:

(a) Giving form for reclaiming postage expenses incurred by the Branch during 1932.

(b) Giving particulars of the progress made by the Building Society for the 41 months ended December 31, 1932.

Circular No. 3/Gen./1933.

Regarding the sale of N.A.L.G.O. Diaries. Circular No. 4/Gen./1933.

(a) Enclosing two articles written by Dr. W. A. Robson and stating that further copies are available if required.

(b) Enclosing copy of manifesto just released to Press and stating that further copies are available.

(c) Regarding the appearance in the Press of reports of meetings in the area covered by the branch.

Circular No. 5/Gen./1933. (To District Committee Secretaries. To Branch Secretaries. To Sectional and Professional Society Secretaries.)

(a) Giving formal notice of the annual conference at Folkestone, on June 3 and 5.

(b) Enclosing form C.1. for notifying the names and addresses of appointed representatives.

(c) Giving particulars of contributions towards railway fares and subsistence allowances to delegates from small branches.

(d) Stating that list of hotels and apartment houses at Folkestone will be circulated shortly.

(e) Requesting prompt attention to conference communications.

(f) Giving list of dates on which the various communications will be sent.

Circular No. 6/Educ./1933. (To Branch Secretaries and Education Correspondents in Metropolitan area.)

(a) Enclosing copy of the address given (Continued at foot of Column 3).

Local Government Service

Editorial and Advertisement Offices,
3 and 4 Clement's Inn, Strand, London,
W.C.2.

Telephone: Holborn 2288-2289.

Contributions on topical Local Government problems are invited and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration.

Authoritative local news on matters having more than a purely local interest is welcomed.

Legal and other inquiries relating to Local Government will be answered promptly.

All communications should be addressed to THE EDITOR.

The administrative details of every department show a tremendous spurt forward. But we must not anticipate too completely the pleasure which the National Executive Council will have in presenting the record of a year's work at the Folkestone Conference. For the moment we must confine ourselves to directing the thoughts of all the branches to the preparations for the conference. There is much to be done between now and Whitsuntide, and we suggest that all forms should be filled in and returned with promptness, and the surest way to lighten the burdens of the Folkestone Branch Conference Council would be to give precise and clear informative replies to the requests made. A successful conference is the result of strict attention to innumerable details, and this is only possible by the closest co-operation of everyone concerned.

duty of all county councils, without foregoing their right to criticise detailed proposals when brought forward by the departments concerned, to aid in giving effect, to the fullest practicable extent, to the policy of the Expenditure Committee.

This opinion, we may take it, applies to the whole of the report and may be interpreted to mean that whilst they are in favour of economy they appreciate that only each local authority can decide in what direction this should be practised.

The Association of Municipal Corporations have registered their opinions on several items in the report but in general terms do not support the recommendations.

They express agreement with the view of the committee concerning the heavy burden of responsibility which legislation has placed upon the shoulders of local authorities and particularly when its report suggests that there should be called a halt to legislation involving local authorities in fresh expenditure, but they add that the difficulties of local authorities have been enhanced by the changes in the policy adopted by the Government or successive governments; "unnecessary expenditure is almost inevitable if authorities are first urged to increase and then to reduce their expenditure. Whilst we agree that legislation involving local authorities in fresh expenditure is to be deprecated, we also submit that there should be no legislation depriving local authorities of the revenue to which they are now entitled."

The Ray Committee evidently thought they were on a good thing when they recommended that four hundred officers of School Attendance Staffs could be discharged, but this is a very bad loser in the opinion of the Association of Municipal Corporations. They point out that in so far as ever increasing calls are being made on the services of these officers, "we are impressed by the changes in the functions of these officers and dissent from this recommendation (Paragraph 58). In the event of any action being taken by the Government to give effect to the recommendations in regard to education, the association hopes that the Board of Education will consult with the associations of local authorities concerned. This view, of course, N.A.L.G.O. shares.

Like the Rentoul Report, the Ray Report has no friends excepting, amongst the active enemies of local government, whose opinions carry little weight in official quarters. There is ample evidence in the tenor of the report that it is produced by a committee or, at least, has been guided by a voice which has a definite antipathy to local government. It would be interesting in this connection to know from what source Sir William Ray derives his livelihood and by whom he is employed.

ECONOMY REPORT

OPINIONS of the various associations of local authorities on the recommendations of the Ray Committee are now beginning to appear in print, and it is interesting to read that these associations, broadly speaking, have very little sympathy with the Economy Committee's Report.

The Urban District Council's Association have no love at all for the recommendations. There are two issues which closely concern the welfare of local government officers. The suggestion that a substantial reduction can and should be made in the total cost of the administrative charges of local authorities is strongly criticised and the Executive Council, having long and extensive experience of the administrative arrangements of urban district councils throughout the country, make it abundantly clear that, so far as urban district councils are concerned, there is no justification for the view held by the committee. Then again, on the subject of excess staff, we read that the council's opinion is that the committee's view that many instances would be found in which the staff of local authorities is in excess of present requirements is entirely inapplicable to urban district councils.

The Council of the County Councils' Association have endorsed a recommendation of their own special Economy Committee. Appreciating that the recommendations of the Committee on Local Expenditure (England and Wales) "are not intended in view of the varying natural and economic conditions throughout the country as recognised in their report, to be applied equally in all areas, are of the opinion that the submission of criticisms at this stage is not best calculated to serve the important purpose for which that committee was appointed." The Executive Council is recommended to express the opinion that, in the present financial situation of the country, it is the

FEBRUARY

1933

NOTES OF THE MONTH

PREPARING FOR FOLKESTONE

THERE is great activity in Folkestone just now preparing for the forthcoming conference of N.A.L.G.O., and headquarters are putting together the Annual Report and the usual batch of statistics. The greatest task connected with the compilation of the report is to condense it to a reasonable size, and at the same time give something approximating to a fair idea of the enormous amount of work done in the comparatively short time of twelve months.

Membership, we are informed, has increased by nearly four thousand; this feature of each Annual Report is becoming almost commonplace. At the same time, it must be acknowledged that having regard to all the circumstances, the increase is a magnificent achievement. The record of progress is not confined to membership; it concerns every single activity and interest. The new life insurance business has increased by nearly two hundred thousand pounds; the fire and comprehensive by over half a million pounds; the Provident Society membership has increased by nearly one thousand; and the Approved Society by over two hundred. The Building Society which was only put into operation during the last half of 1932, has received investments of over one hundred and ten thousand pounds and granted mortgages of one hundred and twenty-two thousand pounds, and so the record of development goes on.

CIVIC DIGNITY SATIRISED

"THE YOUNGER GENERATION" PRODUCED AT BATH

JUDGING from the very favourable "press" received, the Bath N.A.L.G.O. Players, members of the Bath Branch of the National Association

to the part he played so teetotally. Then again, one wonders why the part of his wife should be so appropriate to the Women's Public Assistance Relieving

well chosen, for Reggie was all that the preconceived idea of the name implies, and natural withal.

Congratulations are due to the players, admirably coached by Mr. Edward Lloyd, their producer.

The Mayor and Mayoress (Councillor and Mrs. Rhodes G. Cook), the ex-Mayor and ex-Mayoress (Councillor and Mrs. Herbert Chivers) and other councillors and aldermen were present. At the conclusion, after flowers and other presents had been distributed, Mr. S. Adams expressed thanks to the Mayor and Mayoress and everyone else who had supported the show.

In reply, the Mayor congratulated the players on their first venture. He hoped shortly to visit the various departments, where the members worked, he would then see the cast efficient in their work as in their play.

Members of the Cast

The cast in order of their appearance was: Mr. James Kennion (the father), John Thornley; Mrs. James Kennion (the mother), Marion Ravell; Maggie (maid at Mr. Kennion's), Nesta Lapham; Reggie Kennion, Kenneth Payne; Grace Kennion, Nellie Wells; Tom Kennion (the uncle), Sydney Adams; Mr. Lead-bitter and Mr. Fowle, of the Longton Park Liberal Association, Horace Jones and Edward Lloyd; Arthur Kennion, Eric Payne; Mrs. Hannah Kennion (the grandmother), Elsie Russ; Clifford Rawson, Edward Bishop.—(*Bath & Wilts Chronicle*.)



SCENE FROM "THE YOUNGER GENERATION"

of Local Government Officers, were eminently successful in their first production, Stanley Houghton's comedy, *The Younger Generation*. As a humorous satire on civic life, the choice was admirable, the average civic dignitary being pilloried, good humouredly, of course, in almost every line.

The "House Full" notice was posted outside the Pump Room, which showed clearly that the Players had supporters who were intent on backing up their initial effort even if its civic and Local Government flavour put some in the position of enjoying a hearty laugh at their own expense.

In the irrepressible cause of comedy well written and quite well acted, the audience completely enjoyed themselves. And as satire is the aperitif to comedy, the audience were hungry to devour every line of humour that the play could offer—and that was a hearty meal.

The play deals with a strict Nonconformist who, because of his teetotal convictions, is asked by the Liberal agents to stand as a representative of their party at the City Council election in opposition to a Conservative, who is a brewer.

All is well until the teetotaller's son comes home "tight"; his daughter falls in love with a man of a character so "loose" that he has even been known to go to a music hall and to drink "alcoholic liquor," and his younger son to spend 2s. 2d. on a dinner, plus a "bob" tip (the dinner including wine).

Was it a trick of Providence, or was it just chance, that the part of the teetotal would-be City Councillor father should have been played by the Assistant Waterworks Engineer? His calling, connected as it is with no fluid of the strong sort, was certainly appropriate

Officer? Or that the family's maid—she who "waits" on the stage—should be the lady who also waits for verbose visitors to say their last word to the Mayor before she, as his Worship's secretary, can enter to "take" a letter of acceptance to the hon. secretary of some remote society for the prevention of something.

Good Casting

Apart, however, from coincidences, the play was appropriately cast; the part of the second son, Reggie, was particularly



A BATH BRANCH SUCCESS

THE "ECONOMY" FALLACY

DISASTER WILL FOLLOW RETROGRESSION FROM PRESENT STANDARDS
SAYS THE INSTITUTE OF SOCIAL SERVICE

THE British Institute of Social Service (32 Gordon Square, London, W.C.1) has issued a manifesto giving a new emphasis to the standards of local government which have been achieved by Great Britain.

No observer of the present economic position of Great Britain, the manifesto points out, will doubt the need for an increasing vigilance in all matters of public expenditure, but it is not less important that any discussion of necessary economies should bear in mind the perspective and proportion that are essential if we are adequately to safeguard the tested foundations of our public life.

Standards of Modern Civilisation

Our local government system is one of the most remarkable achievements in the last century of British history. In public health, housing, education, transport, it has been responsible for an improvement in the quality of the national life which becomes the more significant the more fully it is understood. Our great public utilities, the police forces of the country, its highways, have set the standards of modern civilisation. We have built up a public service of men who have given a quality of effort to their work which, as the recent International Congress of Local Authorities (held in London last May) made so strikingly manifest, has secured the admiration of the whole world. The change they have effected since the reform of the municipal system in 1835 is one of the outstanding proofs that the nation cannot over-estimate the debt it owes to the principles they have discovered and the creative adventures they have made possible.

The Institute emphasises the danger involved in any plea for economy which does not take full account of the need to

protect the essential standards by which this achievement has been made possible.

"We realise that this is not the time for a great forward movement, but, equally, we venture to insist that any serious retrogression from the standards so laboriously erected would have consequences of a disastrous kind.

Essential to National Well-being

"We draw particular attention to the danger inherent in any attack upon the character of the local government service," the signatories state. "The public too little realises the debt it owes to the great army of anonymous officials, so loyal, so devoted, so expert, so incorruptible, upon whose work the maintenance in being of the great society very largely depends. Not a little of the present demand for economy seems to us seriously negligent of the need at all costs to maintain the quality of this service as the guarantee of the standards of national well-being. We think it would be dangerous indeed to embark upon any policy which, for some immediate gain, sacrificed those long-term values which enable whole-hearted reliance to be placed upon the results of their activity.

"Nothing is easier than the suspension or diminution of local government effort. But nothing, also is more dangerous than a policy built upon such suspension or diminution until their remoter consequences have been carefully assessed. We have to bear in mind how largely dependent upon the existing structure of such services is the level of our industrial efficiency. Without them the new costs which would be inflicted on manufacturers and merchants would constitute a heavy burden. We have to remember, also, how important they are in the contribution they make to the solidarity of

family life, the preservation of the working classes from that discontent which, otherwise, makes them the easy victims of professional agitation.

"There is real danger lest a temporary excitement blind us to the more remote effects of a reckless enthusiasm inapt to measure with precision the delicate process whose development it is proposed to arrest.

"It seems to us, therefore, a matter of grave urgency to protect the standards we have built up as a priceless part of the national heritage. We are so impressed at once by the vastness of their contributions to public security, and by the danger of any policy which does not fully weigh its magnitude, that we are unwilling to allow the pleas of economy for the sake of economy to obtain any serious hold upon the public mind. We think any insistence upon such a policy would be a public disaster of the first order."

Eminent Signatories

Signatories to the document include Mr. Percy Alden (chairman of the British Institute of Social Service), Mr. Ernest Barker, Mr. John Buchan, M.P., The Right Hon. H. A. L. Fisher (Warden of New College, Oxford), Sir Thomas Horder, Bt., Sir Francis Goodenough, C.B.E., the Rev. John Scott Lidgett, D.D. (president of the Methodist Conference), Mr. A. D. Lindsay (Master of Balliol), Sir Oliver Lodge, Sir William P. Morris, Bt., Dr. Cyril Norwood, M.A. (headmaster of Harrow), the Right Hon. Viscountess Rhondda, the Right Hon. The Lord Ruthford of Nelson, O.M., Sir Arthur Salter, K.C.B., Sir Josiah Stamp, C.B.E., Sir Daniel Macaulay Stevenson, Bt., LL.D. (Freeman of the City of Glasgow), Mr. P. Malcolm Stewart, and Mr. H. G. Wells.

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THE CLAIMS OF CONTRACT

By NEVILLE HOBSON

HAVING already dealt with the fundamental differences between Contract and Auction, one of the most important of which is that tricks have to be definitely bid in order to score them below the line, it is proposed to summarise some of the main principles in bidding; but, before doing so, it is desirable to indicate the meaning of certain terms.

Honour Tricks:

These are cards, or combinations of cards, which will normally win even if the opponents play the hand in a trump suit. An Ace or K, Q, or K, J, x represent 1 Honour Trick; A, Q, or A, J, 10, or K, Q, 10 count $1\frac{1}{2}$ Honour Tricks; A, K count 2 Honour Tricks.

Half Honour Tricks are also important, and consist of K, x, or Q, J, x; or Q, x and J, x in different suits.

[It should be noted that A, K, Q are only valued as 2 Honour Tricks because of the importance of limiting such values to cards which can normally be relied upon to win tricks on the first or second round, irrespective of the Trump Suit.]

Plus Values:

Whilst a bare King or Q, x have no direct Honour values (unless able to combine with another Honour in the hand), they are known as Plus Values; and two of these equal about half an Honour Trick.

Rule of Eight:

It has been found that, as a general rule, about 8 of the 13 tricks made in each game are made by Honours (4 by Aces and about 4 with other Honour cards), the remaining 5 tricks being won by lower cards having no high Honour value. This is of importance when

appraising the nature and values of bids.

Biddable Trump Suits:

As a general rule, a suit should not be bid for trump purposes except with the following minimum holding:

- (a) 4 cards, headed by $1\frac{1}{2}$ Honour Tricks (A, Q, x, x, K, Q, 10, x); or
- (b) 5 cards, headed by $\frac{1}{2}$ Honour Tricks (e.g., K, x, x, x, x); or
- (c) 6 cards, headed by no Honour Tricks.

[This applies to initial Declarations and not to Defensive Bids.]

Opening Bid of One:

An initial One Bid should be made in a suit if holding (1) any biddable suit, and (2) $2\frac{1}{2}$ Honour Tricks altogether.

If Vulnerable, it is recommended that such an initial bid should be slightly stronger, and—when bidding as 3rd or 4th hand—3 Honour Tricks should similarly be held, instead of $2\frac{1}{2}$.

For example, if holding—

- ♠ A, Q, x, x. ♥ J, 10, x.
- ♦ K, x, x, x. ♣ x, x

the correct procedure would ordinarily be to pass in the case of an initial—as distinct from a defensive—bid.

The Honour Trick valuation of the above hand is Spades $1\frac{1}{2}$, Diamonds $\frac{1}{2}=2$. Had the Diamonds been K, Q, or even if there had been a Queen in the Club suit instead, this would have brought the Honour Trick valuation to $2\frac{1}{2}$ and would have justified an initial bid.

One No Trump:

An opening One No Trump bid should be made if holding (a) no biddable suit, but (b) $2\frac{1}{2}$ Honour Tricks in 3 suits.

In the case, however, of a 3rd or 4th hand, it is usually advisable not to open the bidding unless 3 Honour Tricks are held in the 3 suits; and if Vulnerable, a similar holding is recommended.

Whilst 3 suits should normally be protected by means of Honour Tricks, if a greater honour strength than the minimum of $2\frac{1}{2}$ is held in two suits only, the hand may be too strong to pass and a No Trump justified. This is especially the case when non-vulnerable, particularly if the other side is vulnerable (i.e., has already won a game).

Penalties:

These are comparatively light when the partners concerned are not vulnerable, namely, 50 points for each trick down on the Contract, or 100 if doubled. If, however, a game had previously been won, the penalties for a missed Contract are heavy: 100 for the 1st trick, 150 for the 2nd, and 200 for the 3rd, or twice these if doubled; so due care should be exercised and "shaded" bids avoided.

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Our facilities were fully recorded in the last issue of this journal. We have now pleasure in submitting a few suggestions for Easter.

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IN LIGHTER VEIN



"ANY OTHER BUSINESS"

By "Touché"

SPEAKING of operations, my friend Mrs. Wills has had her gall bladder removed. She claims that she has never been so well in her life as she is at present.

If you asked me what the deuce that had to do with you I should not be offended or even annoyed; I should regard it as a reasonable and proper inquiry. But, in fact, it has much to do with you because, as the result of Mrs. Wills' experience, I am in a position to disclose to you the answer to a more urgent question that at this moment is worrying all thoughtful people like you and myself: "What's wrong with the world?"

There is no end to the solutions which are on offer to-day, and there is no end to the variety of these solutions. The embarrassing feature of the situation is that these solutions all differ and one is bound to regard them suspiciously. Fortunately, you will recognise the truth when you read it, and although one has that measure of trepidation which is involved in making a declaration likely to cause the world to rock on its base, even if I would I dare not hesitate to reveal the peril in which the nations stand to-day.

Incidentally, have you noticed that surgeons are getting fonder and fonder of operations that involve the removal of organs ordinarily regarded as vital to the survival of human beings? They take away all sorts of what appear to be necessary portions of the body, and their victims appear to carry on with these portions of their anatomy missing, without suffering any great apparent disadvantage. Much as the hen continues to run for a period following decapitation. Well—

In July, 1870, a well-known German alienist named Dr. Braidl-Neumann removed the entire brain of a patient named Carl Schultz, aged 24 years and 7 months, and substituted 1,390 grammes (49 oz.) of bran, i.e., the husks of ground corn. To everybody's amazement the patient made a good recovery; he was eventually discharged, married, and had a large family. This experiment having been successful, Dr. Braidl-Neumann repeated it in several other cases, with equal success, but since his day, so far as is recorded, no attempt has been made to try gain his inhuman and bizarre experiment. It is significant that Dr. Braidl-Neumann visited this country in 1873 and is said to

have resided in London for several months in that year, although I can find no evidence in support of that statement.

Physically it was shown that the patient carried no signs of the substitution. It appeared to involve no physical deterioration of any kind even in appearance, and whilst some of the patients married persons in the same mental condition as themselves, no effort appears to have been made to hinder the marriage of other patients with normal human beings, with the result that their numerous descendants (for they proved a prolific race) to-day are divided into two distinct classes, pure-bred Branetots (as they are called in those super-scientific circles where the facts are known), and half-breeds, where the disturbance has been on one side of the family only.

Addressing an officer of your intelligence, I feel that even if I were to stop at this stage and write no other word, you would have already appreciated the situation. You will have realised that, following the suggestive thoughts which arose out of the case of Mrs. Wills (you see it now?), the patient and remorseless investigations of a highly intellectual layman (myself I need hardly say) have uncovered the ghoully dilemma in which the human race is placed to-day.

However, out of consideration for those who do not read this column regularly and have, therefore, not achieved, as yet, your own high standard of percipience (and, incidentally, because I must fill this column, owing to the insistence of an Editor who counts quantity as well as quality), I suppose this world-shattering exposure must proceed to its dire and horrid end.

To do this job thoroughly would necessitate a review of world conditions, of affairs international, national, and local, but I must leave to you the task of preparing that survey of the tangle of world politics you are so eminently capable of drafting, or, failing that, to consult Mr. Howard Scott, of Columbia University (U.S.A. you know).

So we will take one or two examples and you can then consider how far the baleful miasma extends and how deep are the roots of the malignant influence (hiding behind a facade of good intentions)—this incredible futility, which marks every stage in the management of human affairs in every part of the globe.

We see the United States of America, having collected most of the gold in the world (including yours and mine), suffering the torments of extreme poverty, with

millions of their people on the starvation line.

* * *

We see also a world where machinery has achieved such a pitch of efficiency that it manufactures more goods than this poor planet can absorb. At the same time here is a world which cannot find a solution of the problem of transferring its mountain of goods and bountiful crops of food to the millions who starve for them. We see the world's currency in collapse and we read that coffee has been used to stoke the boilers of locomotives in Brazil and wheat burnt in other countries.

Then we see a world that within memory has suffered the agony of a war that has brought civilisation to the point of disintegration, spending millions of money in preparing to plunge once more into the same pit, with the sure and certain knowledge that it will never emerge.

What about Japan and the League of Nations? And yet again, here are two nations who have to exist side by side owing to an unfortunate proximity over which they have no control. The bigger of the two is steadily throttling its little neighbour (with the utmost kindness and without malice, of course) and incidentally getting rather badly knocked about in the process.

We have a Government in this country adopting a campaign to remedy the evils from which we suffer, including unemployment, (and saving money—heaven help us!) by (*inter alia*) choking the building trade and stopping thousands of men from doing urgently necessary work, blindly stumbling along, refusing to see that "saving" is not the same word as "economy."

You and I have read Government Reports written by earnest individuals who blindly make certain proposals to carry on the same work inspired by the same initial and fundamental error.

Besides all this and that and a heap more, what about that recent decision of the Cabinet? And what about the Departmental decision that—? and the speeches of certain chairmen of councils and mayors, including the one you know?

Well?

N.A.L.G.O. DIARY

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BRANCH AND DISTRICT NEWS

ANNUAL GENERAL MEETINGS

BATH

The annual general meeting of the Bath Branch took place at the Old Red House, New Bond Street, Bath, on December 18, 1932. The president of the branch, Mr. J. Basil Ogden, Town Clerk, presided, and welcomed the Mayor, Councillor G. Rhodes Cook, who, in reply, referred appreciably to the work done by the local government officers.

Mr. Horace Jones, the hon. secretary, presenting his report, dealt with all the various sections of the Association and revealed an increase of membership over the past year. The following sectional secretaries presented reports: Mr. A. F. Coates, Benevolent and Orphan Fund; Mr. W. E. Eyles, competitions secretary; Miss Nesta Lapham, dramatic section and journal; Editress of *The Municipalist*; savings section, Mr. H. Laurie Hacker.

Mr. A. F. Coates was re-elected B. and O. secretary; other appointments being: Mr. C. J. Pring, secretary Nalگو Provident Society; Mr. W. R. Loxston, educational correspondent; Mr. W. J. Wollsey, Nalگو Approved Society. Messrs. Mansfield and Hiscocks, hon. auditors. The president was re-elected with the following vice-presidents: Dr. Blackett, Medical Officer of Health; S. Leighton Heard, Deputy Town Clerk; W. A. Craven, Chief Sanitary Inspector; C. Bushfield, Waterworks Engineer; H. H. Morgan, City Treasurer; John Hatton, Bath Spa Director; C. Butling, Director of Public Assistance; A. W. Hoyle, Director of Education; R. W. M. Wright, Director of Libraries and Art Galleries; and F. P. Sissons, City Engineer.

The president received the N.A.L.G.O. Putting Cup which he had secured in defeating Mr. S. L. Heard, the Deputy Town Clerk. He was presented with a putter as a memento of his success.

Mr. L. Hill, the general secretary, was present and addressed the meeting. He dealt with the financial crisis and referred to the present position in America as compared to this country, attributing the success of local government to the service rendered by the officers themselves. Mr. Hill was heartily thanked for his presence and a stimulating address. One of the best meetings that had been held was the general verdict.

BIRMINGHAM

The annual general meeting of the Birmingham Branch was held at the Chamber of Commerce, Birmingham, on Wednesday, December 14, 1932. The president, Mr. W. F. Horn, was unable to attend owing to illness; and the chair was occupied by Mr. F. J. Bunn. The report of the Branch Executive Committee revealed a satisfactory increase in the membership during the year; and the honorary treasurer reported the financial position was sound. The following officers of the branch were elected for the ensuing year: president, Doctor H. J. Kirkland; vice-presidents, Miss B. S. Dittmer and Mr. F. J. Bunn; hon. secretary, Mr. L. Perks; and hon. treasurer, Miss B. H. Downing. Mr. J. E. N. Davis (Divisional Organising Secretary) gave an interesting address, reviewing the work of the Association on national lines during the past year. He was called upon to answer many questions put by members.

CUMBERLAND

The annual meeting of the Cumberland County Branch was held at the Town Hall, Whitehaven, on December 17, 1932. Mr. George Wainwright was re-elected president. Messrs. T. L. Williams and W. A. Elliott were re-elected hon. treasurer and hon. secretary respectively. With the twofold object of encouraging non-members to join the Association and to assist existing members in sports activities, a grant of £5 was made during the year to the Northern Regional Committee towards the formation of a sports club. Two sections were formed, viz., cricket and hockey.

Both have been a great success and the result is an addition to membership.

DURHAM

We are asked to correct the figures which appeared in the last issue relating to the membership of the sub-branches of the Durham County Officers' Branch. There are 201 members of the county sub-branches, which are continuously increasing their influence and doing splendid work on behalf of the members situate at a distance from the headquarters of the branch at Durham.

GLAMORGAN

The annual general meeting of the Glamorgan Branch, held on December 16, and followed by a smoking concert, gave every cause for satisfaction. The annual report recorded much useful work in regard to service conditions accomplished through the medium of the Staff Joint Advisory Committee. Membership of the

TO CONTRIBUTORS

Contributors and Branch Secretaries are reminded that the publication date for "Local Government Service" is the first day of the month. Items of branch news which are of general interest are always welcome, but to ensure publication must be received by the Editor not later than the 18th day of the preceding month. Letters should be addressed to:—
The Editor,
"Local Government Service,"
3-4 Clement's Inn,
Strand, W.C.2.

branch now stands at 788, a splendid increase of 206 since October 31, 1931. The formation of a Nursing Home Scheme, with the object of insuring members against heavy charges for operations, is under consideration.

SALOP

The annual meeting of the Salop County Officers' Branch was held on December 16 last, with Dr. T. R. Elliott in the chair. Before proceeding with the ordinary business the meeting was addressed by the General Secretary, Mr. L. Hill. Introducing Mr. Hill, the president extended a welcome to the Shrewsbury Borough officers who were there as guests of the branch. They were all, he said, indebted to the General Secretary for his attendance.

Mr. Hill briefly outlined the history and progress of the Association and mentioned in some detail the Superannuation Act, 1922. After referring to the satisfactory progress of its various activities, the Provident and Approved Societies, B. and O. Fund, Insurance, etc., he went on to explain the Association's attitude with regard to the report of the Committee on Local Government Expenditure (the Ray Report) and of the negotiations with, and the evidence placed before, this Committee. He advised authorities not to be too hasty in arriving at conclusions, but rather to await the letter from the appropriate Government Department which has been promised. Mr. Hill also pointed out that N.A.L.G.O. to-day was held in great respect: it was recognised by Government Departments, commissions, committees and most local authorities, and was continually appealed to for information and assistance.

Major A. A. Johnson, the Clerk of the Council, proposed a hearty vote of thanks to Mr. Hill for his address.

SPENBOROUGH

Spenborough Branch has been revived and now has a membership representing some 95 per cent. of the eligible officers. Mr. John H. Linfield, Clerk of the Council, has been

appointed president; the honorary secretary being Mr. Kenneth A. Bent. The former branch became defunct some years ago. This was particularly regrettable as Spenborough is undoubtedly one of the most important urban districts in Yorkshire, and provides plenty of scope for much good work. There is, however, every indication that N.A.L.G.O. activities will now be warmly supported; the initial membership is certainly encouraging.

The new branch held its inaugural meeting on January 18 at the Town Hall, Cleckheaton, and was fortunate in securing the attendance of the president of the Association, Mr. F. Marsden, and the Divisional Organising Secretary. Mr. Marsden was in good form and gave a racy and instructive address which was much appreciated.

TORQUAY

Torquay Branch held its annual meeting on December 29 last, the Town Clerk, Mr. Herbert A. Hield, M.A., being unanimously elected president for the ensuing year. Mr. Frank Thomas, Divisional Organising Secretary, was present and discussed the advantages of the Benevolent and Orphan Fund, quoting cases where it had proved of immense value to officers of the service, and to their dependants. The president presented prizes to the winners in the tennis and billiards tournaments which had been held under the auspices of the branch.

WESTMORLAND

The annual general meeting of the Westmorland Branch was held at the County Hotel, Kendal, on Friday, November 25. Mr. J. W. Nelson (Divisional Surveyor, Westmorland C.C.) was in the chair. Membership now is at the highest figure—ninety-four. Mr. W. P. Fox, Organising Secretary of the Association, was present and gave a very complete resume of the association's activities.

Dinner followed, the Mayor of Kendal (Councillor T. Martindale), the Chairman of the Windermere U.D.C. and Mr. Fox being among the guests.

NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

Appointment of Manager and Manageress at Cayton Bay Holiday Camp.

Applications are invited for the joint appointment of manager and manageress of the Association's Bungalow Holiday Camp now in course of erection at Cayton Bay, near Scarborough. The camp will accommodate 250 persons and will be opened on July 1, 1933.

Applicants must be thoroughly experienced in catering and management of staff and able to take entire charge of an establishment of this kind.

The commencing salary for the joint appointment will be £350 per annum, plus the use of an unfurnished bungalow, free coal and light and free food whilst the camp is open.

The persons appointed will be eligible for admission to the Association's superannuation scheme, and will be required to pass a medical examination.

Form of application can be obtained from the undersigned and should be returned, endorsed "Camp Manager and Manageress," and accompanied by copies of three recent testimonials, not later than February 18 next.

L. HILL,
General Secretary.

24 Abingdon Street,
Westminster, S.W.1.

BRANCH AND DISTRICT NEWS

SOCIAL FUNCTIONS

BARROW'S LADY GUESTS

At Barrow and District Branch annual dinner, December 2, 1932, ladies were, for the first time, invited to the function, their presence adding success to the event. There were present the president (Mr. J. Latta), Mr. W. A. Chislett (Town Clerk), Mr. W. C. Persey (Borough Engineer), Mr. T. Smalley (Transport Manager) the Mayor and Mayoress of Barrow-in-Furness (Alderman and Mrs. T. Morton), and Mr. J. C. Chapman (the Chairman of the Ulverston Urban District Council). Dinner was followed by dancing and cards, 124 members and guests being present.

BARRY SOCIAL FUNCTION

A whist drive and dance organised by the Barry Branch and held at the Merrie Friars, Barry Island, on Wednesday, was an outstanding social success. Two hundred guests were present, and a seasonable air of festivity prevailed. Whist and dancing progressed simultaneously, and a thoroughly enjoyable time was spent. The M.C.'s for the whist and dancing were Messrs. W. W. Lee and D. Murdoch, and the officers were Messrs. E. W. Lugg (president), D. J. Davies (general secretary), W. W. Lee (chairman of social committee), E. J. Parsons (social secretary), D. Murdoch, C. Carter, J. B. Cadigan, W. J. Alexander, and Miss M. Gibby.

BARNESLEY BRANCH DINE

The third annual dinner of the Barnsley Branch, held on December 20, was well attended. The Town Clerk, Mr. A. D. Mason, presided, supported by the Mayor of Barnsley, Alderman Herbert Smith, J.P., Mr. P. W. H. Taylor, Borough Librarian, Ald. Lieut.-Col. W. E. Raley, O.B.E., J.P., M.A., Mr. Harold Taylor, Borough Surveyor, Mr. W. H. Rock, Borough Architect, Mr. J. R. Fox, Waterworks Manager, Mr. E. A. Barker, Electrical Engineer, and other officers.

The Mayor responded to the toast of "The Mayor and Corporation," proposed by the vice-president, Mr. P. W. H. Taylor. The toast of "the Branch," proposed by Lieut.-Col. Raley, was responded to by the joint hon. secretary, Mr. A. E. Gilfillan, and the D.O.S. responded to the toast of "The visitors," proposed by Mr. Harold Taylor. A musical programme was admirably rendered by Miss Duncan and Messrs. Bird, Ibbotson and Bretherick, and dancing followed.

BEBINGTON AND BROMBOROUGH

This branch held its annual dance at the Hulme Hall, Port Sunlight, on Saturday, November 19. Over 150 guests, including several members of the council, were present.

BRIGHTON PRESENTATION

The annual dinner of the Brighton Branch, presided over by Mr. R. W. E. Bunn, F.S.A.A., Borough Accountant, the president, held on January 12, was also a complimentary dinner to Mr. Arthur Webb, F.L.A., who, prior to his election as the representative of the south-east district upon the N.E.C. last year, was for nine years hon. secretary of the branch. The dinner was attended by over 200 members and friends, including the majority of the chief officers, and among the guests were the Deputy-Mayor and Mayoress of Brighton, Alderman T. J. Braybon, J.P., and Mrs. Braybon, and Chairmen of committees of the council. The Mayor, Councillor F. G. Beal, J.P., was unavoidably absent from the dinner, but was present at the dance which followed. The presentation, made by the Town Clerk, Mr. Jas. H. Rothwell, C.B.E., took the form of an illuminated album, a bureau, articles of silver and a cheque. Altogether over 350 were present at the dance

which concluded a successful and enjoyable evening.

CHESTERFIELD ENTERTAIN MINISTRY OFFICIAL

Speaking at the annual dinner of the Chesterfield Branch, Mr. J. C. Dawes, O.B.E., Chief Officer of Public Cleansing, Ministry of Health, paid a tribute to the loyalty and disinterestedness of local government officers in this country, qualities which, he said, had made the British municipal service the best and cleanest in the world. The Mayor added an encouraging word. He hoped N.A.L.G.O. would give very strenuous opposition to any proposals to reduce the standard of living of the local government officer.

During the evening there was a most enjoy-



MR. ARTHUR WEBB
[Honoured by the Brighton Branch]

able programme of entertainment, the visitors especially appreciating the performance of the "Nalgo" Dramatic Society.

COLCHESTER WHIST DRIVE

The Colchester Branch organised a successful whist drive in the Grand Jury Room at the Town Hall recently. Twenty-one tables were occupied. Prizes were presented by the Mayoress (Mrs. Pye), and Mr. L. J. Barrell, who as hon. secretary of the branch was responsible for the arrangements, voiced thanks to her, to the M.C. (Mr. L. Bregazzi) and to the prize donors. These included the president (Mr. P. W. Bennett, Borough Librarian), D. W. Jeffery and Son, Heasman and Son, Last and Son, Miss Mackenzie, Mr. E. A. Rose, Mr. F. W. Last, Mrs. Dennis, and Mr. W. E. Bays. The annual Christmas party of the branch recently was the occasion of two interesting presentations by the Mayor (Mr. Maurice Pye, J.P.). To Nurse M. A. Mackenzie, of the Health Department, who left the local government service at the end of the year, was handed a pair of handsome silver candlesticks as a recognition of her services in the organisation of whist drives and other social events in connection with the association; while Mr. L. J. Barrell was presented with a pair of silver entree dishes as a mark of appreciation of his zealous services as hon. secretary. The Mayor was introduced by the president and, in making the presentations,

referred to the happy fellowship evidenced at these functions. Nurse Mackenzie and Mr. Barrell both made suitable response.

LEICESTER ANNUAL DINNER

Mr. Lucas E. Rumsey, Clerk of the County Council, presided at the annual dinner and dance of the Leicester C.C. Branch. The chairman was supported by Mr. V. R. Pochin, vice-chairman of the County Council, and the principal officers. There was an exceedingly good attendance, and a most enjoyable dance following an excellent dinner.

A whist drive and dance held at the Swain Street Institution and arranged by the Master and Matron (Mr. and Mrs. R. W. Ramsay) on December 16, 1932, realised £17 10s. for the local B. & O. Funds. A Christmas prize draw, arranged by the Entertainments Committee of the branch, realized a similar sum for this branch of N.A.L.G.O.'s work.

LEIGH'S B. & O. EFFORT

The seventh annual ball of the Leigh (Lancs.) Branch was held on January 13, 1933, when nearly three hundred were present. Chief credit for a highly successful function belongs to the hard-working members of the Sports and Social Committee, and they will find due reward in a substantial contribution to the B. & O. Fund.

WALLSEND AID THE B. & O.

The annual whist drive and dance of the Wallsend Branch, in aid of the B. & O. Fund, was held on December 28, 1932, in the War Memorial Hall. The Mayor and Mayoress (Alderman and Mrs. North) were in attendance, together with about 400 guests, the event being both a social and a financial success. The Mayoress presented the whist prizes. The B. & O. Fund will benefit to the extent of £20.

WATERLOO FUNCTION

Mr. Arthur Holmes, Clerk to the Formby U.D.C., presided over the fifteenth annual dinner of the Waterloo and District Branch of the Association, a recent event. The Mayor of Bootle, Alderman James Scott, J.P., Councillor G. W. Bevan, J.P., Chairman of the Waterloo-with-Seaforth U.D.C., Councillor H. Pickering, J.P., Chairman of the Litherland U.D.C., Councillor A. Robinson, Chairman of the S.W. Lancs. Superannuation Joint Committee and Vice-Chairman of the Formby U.D.C., Mr. G. S. Simpson (Assistant District Auditor), and Mr. A. T. Brunskill were among the visiting guests.

Proposing "The President and the National Association of Local Government Officers," the Mayor referred to the ever-present need for first-class officials on whom councillors can depend for guidance. It is to the great credit of the Association that it placed the education and training of its members in the forefront of its activities.

RE-UNION

The 1931 and 1932 campers and those who have joined the Canary Islands Cruise in the past are reminded that the first Reunion will be held at the Portman Rooms, Baker Street, London, W.1, on Friday, March 3, commencing at 7 p.m. Tickets are 2/6, and refreshments will be provided at popular prices. Two first-rate bands are being engaged. Arrangements have been made with all the railway companies for special cheap tickets to be issued to provincial members. Here is an opportunity to recapture the holiday spirit for an evening.

N.A.L.G.O. IN SCOTLAND

THE annual meeting of the Scottish Council was the largest in its history and the report submitted was of a gratifying nature. Membership had increased throughout the area, while a new branch had now been well established for the border counties. The Provident Society was steadily increasing its influence and contributions to the B. & O. Fund will show a gratifying increase when the purses come to be presented at conference. (Glasgow retains its own fund and does not contribute to the national fund.) On the question of rights to compensation under the Rating Act and draft National Scales of Salary, the Law and Parliamentary sub-Committee, with the approval of headquarters, have now decided to get the opinion of counsel before proceeding with a special case for the opinion of the Court of Session. The council decided to affiliate with the Scottish Youth Hostels Association, a decision which will benefit those who go on pedestrian expeditions. They will now be able to get accommodation at the hostels at a reduced charge.

Mr. John A. Fraser raised the question of scholarships and urged that loans should be made to youths to meet the expenses of study and examination for their professional qualifications. A motion will be submitted to conference on the subject.

Edinburgh Provisional Orders

Several provisional Orders promulgated by Scottish local authorities have been sent to branches for their observations. Only the Edinburgh Order contains any provisions which are deemed to be detrimental to the interests of members and this provides that unless the corporation otherwise determines, chief officials may appoint, suspend or dismiss members of the permanent staff. This is regarded as a serious departure from the general rule in the service and headquarters has been asked to (Continued in Column 2)

lodge objections. Two other clauses objected to deal with the qualifications for the office of City Chamberlain and with the right of the corporation to compel an official to submit to medical examination.

Scottish Summer School

To those who have not already received an intimation of the date for the Summer School (week beginning Saturday, June 24), will they please make a note of it now? The syllabus will be issued towards the end of February.

N. A. L. G. O. SUNSHINE SEA CRUISE

A Holiday of a life-time and never forgotten.

Steamer leaves Liverpool on
SATURDAY, 29th JULY, 1933.

£23
for
22 days

(Inclusive of Booking fees and gratuities)

RESERVE YOUR BERTH NOW
AND AVOID DISAPPOINTMENT

Booking fee £1

Apply N.A.L.G.O.
24, Abingdon St., Westminster, S.W.1

CONFERENCE

1933

FOLKESTONE IS PREPARING

Preparations for the 1933 conference are well in hand at Folkestone. The local Conference Council holds solemn deliberation in the dignified Council Chamber of the local authority. Its several committees meet in the informal atmosphere of the Engineer's or the Librarian's office, or such other venue as is most convenient for the personnel of the committee concerned.

A fine spirit prevails. Here is a serious work to be done. The constitution and the standing orders are up to the standard which is to be expected of a body of people who do not hesitate to criticise constitutional laxity in other quarters.

Hotels, conference meetings, and entertainments are topics of the day; in the preparation of the programme there are comings and goings and endless confabulation.

Everyone is determined that Folkestone shall shine on this occasion, and in all that is going forward to ensure this end there is a good deal of the spirit of playfulness. That is, we are thoroughly enjoying the experience of preparing hospitality for that august personality, N.A.L.G.O.—I. B. G.

SALOP INCREASED MEMBERSHIP

While the annual report of the Salop Branch expresses satisfaction at the increase in membership over last year, it is regretted that there are still a large number of transferred and public assistance officers still outside the Association. An interesting feature of the year's work, under the heading of education, is a series of lectures given by principal officers of the county council, dealing with aspects of the work with which their departments are concerned.

A HOLIDAY AFLOAT

In view of the growing popularity of cruising as a holiday, N.A.L.G.O. is extending its programme for 1933. The Canary Islands cruise scarcely needs mentioning, as it has been an annual event with the Association for the past fourteen years. Those who prefer not to rely upon the vagaries of the English summer can obtain twenty-two glorious days on this Sunshine Cruise for the modest sum of £23, which includes a booking fee of £1 and gratuities. As the Association charts the whole of the accommodation of the s.s. *Avoceta*—a Yeoward Line boat—it is possible to run this cruise at a price lower than any other cruise of a similar description. The boat sails from Liverpool on Saturday, July 29. Early booking is advised, as every berth is frequently booked up by the end of May.

The following cruises have also been arranged for this year, and it is hoped to organise large parties for the dates mentioned.

Baltic Cruise

13 days' cruise from London via Kiel Canal to Riga and Tallinn (Reval). Commencing August 11, 1933. Inclusive fare, first-class, £13; second class, £10 10s.

12 days' cruise from London via Kiel Canal to Danzig and Gdynia. Commencing August 31, 1933. Inclusive fare, cabin class, £12.

Norwegian Fjords

13 days' cruise on *Lancastria* from Liverpool, calling at Eidfjord, Ulvik, Bergen, Balholm, Olden, Løen, Merok, Hellesylt, Oie, Aandalsnes, Molde. Commencing August 12, 1933. Inclusive fare, "D" Deck, £15 15s.

LEICESTER

The president, Mr. J. J. Clist, presided over the annual meeting of our Leicester members. A substantial increase in membership—it is now higher than at any time in the history of the Association—was recorded.

HEADQUARTERS STAFF

A branch secretary—we need not mention the name—remits to us the following letter, which we gladly print:—

"At times during the past year certain members of this Branch have approached me seeking advice in connection with their personal affairs, that is to say, matters which, whilst perhaps not strictly within the definition of branch business, nevertheless have been in connection with the activities of N.A.L.G.O., or have affected the person concerned in his capacity of a local government officer. In several instances, in order to assist these members, I have got into touch with an appropriate member of the Headquarters Staff, and, once or twice, have arranged for the member to attend at Headquarters and discuss the matter in question.

"In every case the member has received helpful advice, and has expressed to me his appreciation of the courtesy with which he has been received at 24 Abingdon Street.

"I took the opportunity at our annual general meeting of reporting these facts, and now have pleasure in communicating to you the following resolution, which was carried unanimously, viz. :—

"That the best thanks of the members present at this annual general meeting be recorded for the helpful advice given to certain individual members of this Branch by the Headquarters Staff of N.A.L.G.O., and that the Honorary Secretary be directed to convey to the General Secretary of N.A.L.G.O. this local Association's appreciation of the readiness with which such help has been proffered, and of the courtesy extended to our members at Headquarters."

Such a spontaneous expression of goodwill must indeed be gratifying to Headquarters staff, who regard it as their duty to do what they can for each member of the Association.

CHESTER OFFICER HONOURED

At a recent meeting of the Chester Public Assistance Committee the resignation of Mr. F. Butler, Relieving Officer and Collector, was accepted with regret, he having obtained an appointment as Superintendent Relieving Officer for the County of Derby. In accepting the resignation the Committee extended to Mr. Butler their best wishes for his success. Several members of the Committee (including the Chairman, Councillor J. H. Laybourne) spoke in appreciative terms of the work done by Mr. Butler during his two years' service with the Committee, and reference was made to the manner in which he had distinguished himself not only in the recent Relieving Officers' examination by being awarded the Mary Hill Medal, but in the discharge of his duties as Relieving Officer, etc.

OBITUARY

The death occurred on January 12, after a short illness, of Mr. V. J. Furner, a member of the Borough Treasurer's Department, Southend-on-Sea. Deceased had been an official for 22 years, and was popular amongst all his colleagues.

It is with regret we record the death, on January 15, of Mr. J. W. Saville. Mr. Saville was analyst to the Leigh and Atherton Joint Sewerage Board, and a member of the Leigh Branch of N.A.L.G.O.

Mr. William Rutherford, who retired from local government service in August last, died on January 14, to the deep regret of his many friends.

Mr. Rutherford was Chief Clerk in the Town Clerk's Office, Derby, and his interest in the welfare of the Association was proverbial in the town.

11,000 PROTECTED AGAINST 'FLU

Not physically—that is not yet possible—but financially. This large number of members of N.A.L.G.O. know that if attacked by the present epidemic their incomes will be augmented to cover the extra expense of doctors' bills, medicines, etc.

ARE YOU PROTECTED?

For 6/- per month
the Nalgo

Provident Society

- **PAYS** You £2 2s. weekly whilst sick.
- **SENDS** You to beautiful "Nalgo House," Matlock, for two weeks, to recuperate, and at the end of the year
- **RETURNS** You most of your payments—usually 75 per cent.

YOU MUST JOIN

Nalgo Provident Society

24 Abingdon Street, London, S.W.1

STUDENTS' NOTES

The date of the N.A.L.G.O. Summer School for England and Wales for 1933 has been fixed for July 15 to 22, the school meeting at University, one of the oldest and most beautiful of the colleges in Oxford. For a whole week those in residence will experience the delights of a healthy holiday spent in perfect surroundings.

Enrolments are not required until the month of May, but prospective students are asked to note the date.

N.A.L.G.O. Examinations

N.A.L.G.O. examinations in January were held at the following centres: London, Bristol, Darlington, Exeter, Hove, Leicester, Manchester, Pontypridd, Preston, Wakefield, Weston-super-Mare and Winchester.

The next examinations will be held in May, when a similar number of centres will be arranged.

Sister Tutor Scholarship

Information has been circulated to branches concerning the competition for the Sister Tutor Scholarship for 1933. This scholarship of £150 is of sufficient value to pay the whole of the fees for the Sister Tutor course at King's College, London. It is only open to trained nurses, and is intended to assist them to qualify for a senior position in the nursing profession. Candidates are asked to enter for an examination which will be held by the College of Nursing. The scholarship will not be awarded this year unless the examiners report that a sufficient standard has been attained—in which case the scholarship will be offered again next year. If the scholarship is awarded in 1933, no further competition will be held until 1936, as in future the award is to be made once only in three years.

Applications must be sent to the General Secretary, N.A.L.G.O., not later than April 26, 1933.

Examination Dates

Candidates are reminded that their entries for the following examinations must be received by the appropriate secretaries not later than the dates specified:—

Board of Trade (Inspector of Weights and Measures)	February 27
N.A.L.G.O.	March 31
Poor Law Examinations	
Board	March 31
Assoc. of Rating and Valuation Officers	April 13

RE-UNION of Croyde Bay
Campers and Canary Islands
Cruisers on Friday, March 3, 1933
Commencing at 7 p.m.
AT PORTMAN ROOMS, BAKER ST.,
LONDON, W.1. **TICKETS 2/6**

HOSPITAL CONDITIONS

UNWARRANTED DISMISSAL BY LONDON COUNTY COUNCIL

A staff nurse at a certain hospital, serving a twelve months' probationary period, lodged complaints against staff amenities, and sought a transfer because satisfactory adjustment appeared impossible. In July last she appeared before the Hospital Sub-Committee who, whilst recommending a transfer for the consideration of the Staff Sub-Committee, also promised to have the complaints investigated. In November last the nurse decided, nothing having transpired in the nature of a transfer, and conditions remaining as before, to take a six months' special training course. To support her future professional career she applied to the Matron for a testimonial, and it was a curious coincidence—to put it mildly—that very shortly afterwards instead of a testimonial she received a month's notice of dismissal "owing to unsatisfactory reports on her work and conduct."

Negotiation by N.A.L.G.O.

The remainder is a long story of negotiations on her behalf by N.A.L.G.O. to right an obvious wrong. It is a dangerous thing for an authority to make unspecified, and very largely unsubstantiated, imputations against an officer's conduct, but what is even worse, as in this case, to refer to reports against her professional work, where nothing but the highest praise was, in actual fact, due.

The wisdom of allowing matters to take a more normal course appealed to the powers concerned, and the nurse tendered her resignation as from the beginning of January, when she intended to undertake her special training. *Meanwhile the notice of dismissal was withdrawn*, and she continued her service at the hospital up to the date when her resignation became effective.

This is by no means the first time N.A.L.G.O. has had to intervene in a case of this description, with benefit to the officer concerned. It is safe to assume that others will arise in the future, and the individual officer stands but a small chance of success by playing a lone hand. Advice and practical assistance, with the power of the law behind, if necessary, are invaluable, and all officers, particularly those in the nursing service who are liable to attack from more than one side, should seek without delay that protection which membership of N.A.L.G.O. alone can give.

NATIONAL EXECUTIVE COUNCIL

The Quarterly Meeting of the National Executive Council took place on Saturday, January 28, after this issue had gone to press. A detailed report of the proceedings will appear in the March issue.

The Watch with the Fortified Face



COMPARE GUARANTEES!

LANE'S "AERO"
IS GUARANTEED **10 YEARS**

*The Hon. Sec. of a N.A.L.G.O. Branch writes:
"It has kept perfect time and is in every way
satisfactory."*

Lane's Aero movement has for years been tested and proved absolutely reliable by such exacting users as Imperial Airways, Air Ministry Contractors and leading Aircraft Manufacturers. It has 15-jewelled, non-magnetic lever movement; shock-absorber protects the movement and minimises risk of damage.

The Aero "Vizard" is protected, dust-proof, damp-proof. Handsome Chromium Case, with flexible bracelet (leather strap if preferred). Many models available.

Send for descriptive leaflet showing full range of 50 Open-Face and "Vizard" watches, and compare our quality and price as well as the guarantee—a guarantee behind which is the long-established reputation of G. & M. Lane & Co.

5/- and balance in eleven
monthly 6/- instalments; **55/-**
or Ladies' Model 5/6 down, **60/-**
DOWN and eleven monthly pay-
ments of 5/6; or... **Cash**

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N.A.L.G.O. RIFLE CLUBS

The first round results in the Local Government Chronicle Rifle Shooting Cup Competition were as follows: Bournemouth (scratch) 389, beat Dundee 383+4—387. Southampton 387+3—390, beat Manchester 376+6—382. Leeds and Kent County Officers, byes.

In the second round: Bournemouth 393, beat Southampton 386 (after a tie of 392 each). Kent C.O. 388, beat Leeds (no returns); and in the final round, Bournemouth beat Kent County Officers. Scores: C. C. Coffin 100, D. Taylor 99, D. W. Hurley 98, D. C. Morris 97; total 394. H. H. Street 98, Miss E. Brooks 97, R. Blunden 96, A. Brooker 95, start 5; total 391.

The following teams have entered for the winter tournament for the Greener Cup: Bournemouth, Bradford, Dundee, Kent County Officers, Leeds, Manchester, and Southampton. Each team will fire one match against each other. Teams consist of five to shoot, and four best scores to count. Five solid silver spoons will be awarded to the winning team.

A NEGOTIATING MACHINE

SUNDERLAND TOWN CLERK'S PLEA

The Association (N.A.L.G.O.) attaches considerable importance to the negotiation of individual salaries between employees and their councils. Mr. G. S. McIntire, Town Clerk, Sunderland, declared at the annual dinner of the Sunderland Branch, a function attended by the Mayor, Ald. E. H. Brown, and the member for the Division, Mr. Luke Thompson.

Reminding the Mayor, and through him the Corporation, that the Royal Commission on Local Government made a recommendation that councils, when considering the subject of salaries, should endeavour to avoid the unfortunate public discussion, which does nobody any good, and which does local government services considerable harm, Mr. McIntire said "It is not that we do not desire the public to know what happens, but it is the fact that these public discussions are sometimes very trying to the persons concerned. On any question of salaries affecting the service as a whole, before the Council makes a final decision, there should be negotiations between the parties in order that, if possible, a settlement should be reached which will be satisfactory to both and so maintain the happy relations which we always desire shall exist between the officials and the Council.

"N.A.L.G.O." Mr. McIntire continued, "was essentially a trade union, but the thing which had been uppermost in trade unions for a number of years—the question of wages and conditions of service—was not the principal feature of their organisation." He thought that was a very healthy sign.

"We aim at making our members more efficient to carry out their work, with the result that the educational programme and the facilities which the Association offer to all local government officers stand in the forefront of its work. We, as officers, are out to do our jobs in the most efficient manner possible, and we want to do everything we can to make ourselves efficient.

"I am prepared to say that no employees in any trade were more prepared to give, as a body, more diligent and more faithful service to their employers than local government officers."

NEW YEAR HONOURS

RECOGNITION OF LOCAL GOVERNMENT SERVICE

The Local Government Service welcomes the honour of knighthood conferred upon Mr. Montagu Cox, LL.B., J.P., Clerk to the London County Council. Mr. Cox became Clerk to the Education Committee in 1904, Assistant Clerk to the Council in 1908, Deputy Clerk in 1915, and Clerk in 1925. Captain Sir George Bowyer, M.C., D.L., M.P., who joins the Privy Council, is the President of the Urban District Councils' Association.

Other honours of interest to the local government administration include:—

ORDER OF THE BATH (K.C.B.)

PELHAM, EDWARD HENRY, C.B. Permanent Secretary, Board of Education.

O.B.E.

BARRETT, REV. ALFRED. Member of the Monmouthshire County Council. For services to local government in Wales.

KNOX, EDWARD, J.P. Chairman, Frome Rural District Council.

MCCALLUM, ALEXANDER. Senior Inspector for Agricultural Education, Department of Agriculture for Scotland.

M.B.E.

JUDGE, FREDERICK WILLIAM. Rating Officer, Ipswich County Borough.

MACDONALD, ANGUS. Lately Superintendent Relieving Officer, Camberwell Board of Guardians.

POLLARD, MISS ANNA A. ISABEL. Chief Inspector of Midwives and Superintendent of Health Visitors, County Council of Middlesex.

SERVICE CONDITIONS

IMPROVED POSITION AT LEEDS

Much dissatisfaction has been caused at Leeds owing to successive suspension of increments, economy cuts, departures from the grading scheme adopted in 1928, and the breaking of agreements made with the staff. In June last a propaganda campaign was launched and the branch issued a pamphlet on the subject which was circulated to the local press, members of the council, etc. There is good reason to believe that the work undertaken on this matter is having its result and that the position will be improved in the near future. Further details at a later date.

The town council at South Shields refused to pay compensation in accordance with the Local Government Act, 1929, to two of their officers. N.A.L.G.O. has taken the case on appeal to the Ministry of Health, with the result that highly satisfactory compensation allowances have now been awarded.

Oxted Branch, comprising officers of the Godstone R.D.C., have been successful in arranging for the closing of the offices at 12 noon on Saturdays.

Application for the establishment of a Local Joint Committee has been made to the Barry U.D.C., and it is understood that the subject of a similar formation under the Newcastle-under-Lyme Town Council is receiving sympathetic consideration.

Salary Deductions

Supplementing the information given in the last issue of LOCAL GOVERNMENT SERVICE, the following further information in regard to salary deductions has been received.

Deductions continued: Sevenoaks R.D.C., Todmorden, Folkestone, Morecambe and Heysham, Stockport, Newport (Mon.), Liverpool, St. Helens, Stockton, Rochdale, Scarborough, Halifax, Birmingham, Southend-on-sea, Staffs C.C., Wembley, Prudhoe Hall Colony, Wallsend, Bridlington, Keighley, Wetherby R.D.C. Modification of scale of deductions: Hendon, Kensington, Brighton, Norwich. Termination of deductions: Wilts C.C., Andover, Plympton, Ilkley, Rugby, Tadcaster, Reading, Richmond, Wallasey, Southport, Maidenhead, Whitehaven, Stoke Newington.

WORCESTERSHIRE

An interesting report was presented to the annual meeting of the Worcester County Officers' Branch, held on November 30 at the Shirehall, Worcester. Satisfaction was expressed that the West Midland Tennis Cup had been won by the branch after a local Derby with the Worcester City Branch.

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BRIGHTON.—"Kimberley," Atlingworth Street, Marine Parade. Superior Board-Residence. Minute sea front. Central for everything. Gas fires bedrooms. 42s. weekly, 7s. 6d. daily. Phone: 4126. Mrs. J. Caldwell.

HASTINGS.—"Holmesdale Guest House," near sea, for holidays, recuperation. Highly recommended, comfort, good cuisine, winter terms from 35s. Proprietresses ex-N.A.L.G.O. members.—9 Holmesdale Gardens.

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By WALTER P. WRIGHT

Author of "Roses and Rose Gardens," "Alpine Plants and Rock Gardens," "Hardy Perennials and Herbaceous Borders," "Garden Trees and Shrubs," etc.

IN dealing last month with the pruning of shrubs, I made a connection between certain popular kinds and the dwarf bedding and rambler Roses respectively, some shrubs being hard pruned to the greatest advantage in spring like dwarf Roses, as giving the best flowers on new wood; others being pruned after flowering, like rambler Roses, leaving the strong young shoots, because the best flowers are obtained on shoots a year old or rather more. There is a very popular rambling shrub, the Clematis, which I had not space to deal with then, and I want to say of it now that different species and their hybrids or varieties have the same peculiarities as Roses and cannot all be pruned in the same way. In passing, I may say that I am perfectly well aware that many people do treat all alike in that they never prune at all. Tut, tut! What sort of gardening is that? We will try something better. First we will adopt the authorised groups, Florida, Jackmannii, Lanuginosa, Patens, Viticella, and then put them into two sections: (1) Florida, Lanuginosa, and Patens, and (2) Jackmannii and Viticella.

Section 1 does best with rambler Rose pruning, i.e., the flowering shoots of one year removed after the flowers have faded to make way for fresh shoots, which will flower the following year. Section 2 does best if hard pruned in spring, just as growth starts, to encourage the formation of entirely new shoots, which will flower a few weeks later.

* * *

But how are we to know to what groups certain varieties and hybrids which we see recommended belong? Well, nurserymen generally classify or mark them in their catalogues, but here is a short list which includes some of the very best hardy Clematises grown and which shows their sections: Beauty of Worcester, violet blue (Lanuginosa); Duchess of Edinburgh, double white (Florida); Fair Rosamond, blush (Patens); Jackmannii superba, violet (Jackmannii); and Ville de Lyon, crimson (Viticella).

It will be observed that each of the five groups is represented in the list. There remain certain species with their varieties. Space will not admit of references to all of them, but I must mention the ever-popular spring-flowering white

species, montana, of which there are two notable varieties in grandiflora (or superba), with very large white flowers, and rubens, pink. These are suited by the pruning recommended for Section 1.

* * *

Active work in several branches of gardening may start soon and I will indicate how one may begin to advantage, dealing with the principal operations briefly.

Proceed with digging and manuring vacant ground on the lines suggested in my notes of last October and November. Get together a stock of requisites in the form of compost items (loam, leaf-mould, peat, sand), fertilisers, pots, seed-pans, seedling boxes, labels, tying materials, and stakes. Dress old labels and stakes and wash dirty pots. Giving attention to these matters at a quiet period of the year saves much time and worry later on. The compost items should be covered to prevent chill saturation by snow and winter rains. Go over the stock of tools and make good any deficiencies, not forgetting the lawn mower.

Try to think of all the seeds and plants likely to be needed and order them betimes. If it is intended to make up a hotbed, arrange for the necessary supply of manure, which may have to be obtained at intervals (see remarks in the October issue of LOCAL GOVERNMENT SERVICE).

Either with a hotbed or with a warm greenhouse, such things as Antirrhinums, Coltness Gem and other Dahlias, Hollyhocks, Lobelias, Pentstemons, Petunias, Salvias, East Lothian and other Stocks, and Sweet Peas may be sown for the flower garden; and for flowering under glass tuberous Begonias, Cannas (both subjects being also useful for the garden), Gloxinias, and Streptocarpuses. Note in connection with sowings in heat under glass that an unheated frame is an invaluable, indeed almost an essential, supplement for hardening purposes in spring.

LOCAL GOVERNMENT LAW

(Continued from page 41)

Lord Macmillan, with a Consulting Editorial Board, among whom are Sir Harry Pritchard, Mr. Erskine Simes, and Mr. W. L. Platts.

It is intended that the work shall be of a thoroughly practical nature, and able to be used by all concerned in local government to solve not only their major problems, but to help in the solution of the numerous smaller points which are constantly arising.

In dealing with many infrequent and more unusual matters, the Local Government Officer is very often faced with considerable difficulty in finding a form which may be required, the reason being that such forms are not included in the usual collections of forms because of their unusual nature. This is where readers of LOCAL GOVERNMENT SERVICE can assist the publishers in the compilation of this important work. They ask that members let them have, either through the General Secretary or direct, the loan of any unusual forms or a note as to a form required which can be drafted. Also readers are invited to supply the publishers with a list of matters where a form would be useful.

Any assistance members can give will be of considerable service in the preparation of the new work.

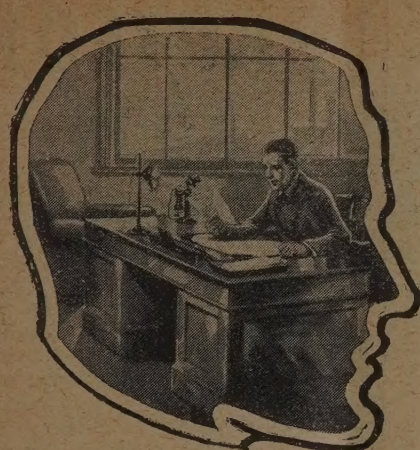
C.P.R. CRUISE PROGRAMME

The Canadian Pacific have completed their cruise arrangements for 1933. Splendid ships have been selected from the company's modern fleet of large ocean-going oil-burning liners, and an extensive and most attractive programme is presented. The *Duchess of Atholl*, 20,000 tons oil-burner, will make two Mediterranean cruises in February and March, sailing from Liverpool, while her sister ship, the *Duchess of Richmond*, will make two cruises to the Mediterranean in March and April, sailing from Southampton. The *Empress of Australia*, 22,000 tons, will make a popular thirteen-day cruise from Southampton. These spring cruises vary from thirteen to twenty-one days' duration at prices from as low as 19 guineas, which means an amazingly low cost for wide and luxurious holiday travel.

Mediterranean cruises of ten, thirteen and fourteen days' duration will continue until October 7.

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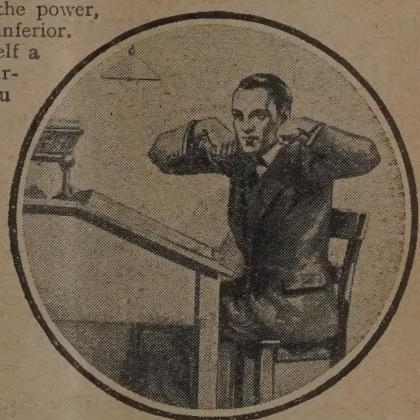
Psychologists have discovered the “Inferiority Complex” which makes some men contented in a lowly sphere of life, out of which it is quite possible for them to rise if only they could or would be roused to a sense of their own responsibilities.

Reasonable contentment is a good thing, but a sense of inferiority dwarfs all thoughts of ambition and stultifies the intellect.

Therefore, while you have the power, cease to consider yourself inferior. Rise to action now; set yourself a definite task and convince yourself as well as others what you can do.

—NOT a NEVER MIND

(I do not know, I do not care, are words that leave existence bare)



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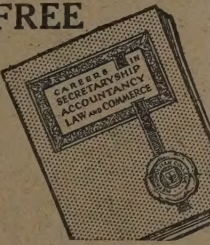
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